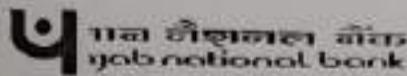


5.2.1: Number and list of students placed along with placement details

2021 – 22



HRD DEPARTMENT: CIRCLE OFFICE: THIRUVANANTHAPURAM
 Vaishnavi Towers, Bye Pass Road, Kumarichantha
 Ambalathara Thiruvananthapuram - 695026

Reg. AD

Date: 13.04.2022

HRD: 01 / 2022

Ms. ABHIRAMI G
 D/O JAYACHANDRAN S
 ABHIRAMI HOUSE MELEPAMPANA LANE
 MELETHUMELE MANIKANTESWARAM PO
 TRIVANDRUM 695013
 Mob: 9048004803

Dear Sir,

APPOINTMENT IN THE SUBORDINATE CADRE AS PEON

With reference to your application/names sponsored by Employment Exchange and based on short listing process, we have the pleasure to inform that you have been selected for appointment as Peon in the Subordinate Cadre in our Bank on the following terms and conditions :-

1. Your monthly Basic salary will be Rs. 14500-500(4)-16500-815(5)-19575-740(4)-22535-870(3)-25145-1000(3)-28145 p.m. plus usual allowances as admissible under the Bipartite Settlement.
2. You will be on probation for a period of six months. The Bank may at its discretion terminate your services at any time during the probation period without assigning any reason but after giving you one month's notice or on payment of one month's pay and allowances in lieu thereof.
- 3(a) In case you decide to resign from Bank's service, you shall give one month's notice to the Bank. However, during probation period requirement of notice, for resignation, shall be 14 days.
- 3(b) In case you leave the service of the Bank without giving notice, you shall be liable to pay the Bank one month's pay and allowances. However, during probation you shall pay 14 days' salary (including all allowances) in lieu of notice period.
4. You will be bound by the rules, regulations and policies of the Bank and Awards/Settlements in force from time to time in the matters relating to salary, allowances, leave, traveling allowances and other conditions of service.
5. In case, any excess payment is made to you by the Bank, which may be found to have been made as a result of incorrect fixation of pay or any excess payment in salary which you, otherwise is not entitled to receive will be refunded by you to the Bank without any demur. The Bank has the right to make recovery of excess payment either by adjustment against future salary/payments due to employee or otherwise, as decided by the Bank.



APPOINTMENT LETTER

May 25, 2022

Dear Aiswarya S,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **People Ambassador**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of Joining, unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of your appointment. The Company will during the probation period evaluate your performance periodically. The Company reserves the right to decide on the continuance of probationary period/ your employment, depending on your performance in the appointed post. On completion of the probation period, if the Company at its sole discretion, finds you to be suitable for the appointed post, your appointment shall be confirmed and communicated to you in writing. Post confirmation you will continue to be in career group - **Trainee-Group A** and after successful completion of the course and meeting requisite performance thresholds you would be allocated to career group - **B1**.
- c. The People Ambassador program will be for a period of 3 years. During this period, you will be pursuing 2 year EPGDBM from a renowned institution partnering with Wipro for the Step Up program.
- d. The retirement age is 58 years.
- e. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- f. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- g. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- h. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.

- e. Changes in your compensation are at the Company's discretion and will be subjected to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflicts of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.

- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your

graduation and 60% in post-graduation.

v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

- a. The letter of appointment is subject to the receipt of the duly executed training agreement from you in the prescribed format including but not limited to the performance of your obligations under the said agreement. Please note that the duly executed training agreements should be submitted by you on or before joining the Company.
- b. Keeping in mind costs incurred by the Company in training you and otherwise in developing your skills or knowledge, it is agreed and acknowledged by you expressively that should you discontinue your employment with the company during the agreement period of **36 months** commencing from the date of your joining, you shall be liable to pay liquidated damages of **Rs.1,40,000/-**(Rupees One Lakh Forty thousand only) as per the terms of the said Training Agreement, unless decided otherwise at the sole discretion of the Company.

11. Minimum Academic Requirements

- a. You will be eligible to receive Executive Post Graduate Diploma in Business Management from a renowned institution partnering with Wipro for the Step Up program, provided you attend 75% of all contact classes during the course of study in each semester and qualify in mandatory assignments / Quiz & pass all subjects with a minimum score of 50% above during the entire duration of the program.
- b. For any reason, you are not able to meet the minimum attendance criteria or complete the mandatory assignments / quiz in any semester, you are required to repeat the same semester as and when the Company organizes next batch. In such cases, rules and regulations governing academic programs at that time would be applicable to you. Also additional semester's fees shall be borne by you as prescribed by the University.
- c. If you do not achieve minimum marks in any subject, i.e. if your scores are below 50%, you are allowed to appear for that subject one more time during the following semester or a later date as per the discretion of the University. However, if you fail to achieve required marks / grades in three attempts, you would not be eligible for the EPGDBM certification.
- d. If you are not able to take the written exam on the scheduled dates for any official reason / medical exigency, you would be given the option of taking a re-exam during the following semester or any other later date as per the discretion of the University.

12. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

- a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
- b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
- c. Unauthorized disclosure or communication of UPSI.
- d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Aiswarya S, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me.

ANNEXURE III

SALARY OFFER SHEET for Year 1

Name: Aiswarya S

Position: People Ambassador

Career Group: Trainee-Group A

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	8,340
HRA	4,170
Bonus	1,668
Wipro Benefits Plan (WBP)	3,219
Total Fixed Cash	17,397
PF (Employer Contribution)	1,387
Gratuity (5.31% of Basic)	443
Total Fixed Compensation	19,227
Other Compensation Benefits	

ESI (Employer Contribution)	565
Variable Pay	
Target Variable Pay	1,042
Target Cost to Company per month	20,834
Total Cost to Company per annum	2,50,008

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

a. Your salary offer will be revised on an annual basis provided you attain minimum performance level as per the performance management policy and academic scores as mentioned in clause 11, as per the table below:

Period	Annual Salary
First year	INR 2.5 Lakhs
Second year	INR 3.5 Lakhs (*)
Third year	INR 5.0 Lakhs (*)

(*) The increase in compensation at the end of each year of study will be at the discretion of Wipro subject to your satisfactory progress of study, on-the-job performance, acquisition of skills, behavior, regularity and punctuality in attendance for classes and regular work.

In the event the salary is revised, it shall be effective from the 1st of the succeeding month and will be credited on 1st of next succeeding month. For example, if an employee joins on 10th April 2022 and successfully finishes Year 1 and the company decides to revise his salary, the Year 2 salary would be effective from 1st May 2023 and will be credited on 1st June 2023.

Similarly, if an employee successfully finishes Year 2 and the company decides to revise his salary, the Year 3 salary would be effective from 1st May 2024 and credited on 1st June 2024.

b. Apart from the standard salary components, People Ambassadors are also entitled to the following unique Company Benefits to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler.
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage.
- Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs. 2 lacs per annum.

ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheets and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment with Wipro is subject to the condition that my aggregate marks shall meet the Company's eligibility criteria and the verification of the above mentioned documents upon submission.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days

employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, Trainee Group A, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges.

Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs.50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs.19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for prepaid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of NonTransferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund** - Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31% of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses**Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

> SUMMARY SOCIAL SECURITY & OTHER BENEFITS***> Medical**

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. This amount is prorated based on the months of joining and exit in a financial year. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. **Annual Health check:** Company paid Annual health checkup program is available for employees above 40 years of age.

Gratuity Benefit:** Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program:**

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14,00,000 In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance / Personal Accident.

The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data-> My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Skill Preferences 1 : [DAAI -Information Management \(IM\)](#)

Location Preferences 1 : [Bangalore](#)

Skill Preferences 2 : [DAAI -Cloud & Digital Database](#)

Location Preferences 2 : [Kochi](#)

Skill Preferences 3 : [CIS - SERVICE DESK](#)

Location Preferences 3 : [Chennai](#)

Accept

Decline

Signature [Aiswarya S 25/5/2022 11:07 PM](#)

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

24695151

UNIVERSITY OF KERALA

(Advt/2021)

UIT REGIONAL CENTRE, KALLARA - ENGAGING TEACHING STAFF ON CONTRACT BASIS
SANCTIONED- ORDERS ISSUED

ADMINISTRATION A.VII. SECTION

No.S.17208/ALA VII.2021/UOK

Dated, Thiruvananthapuram, 05.07.2021

- Read: 1. Letter No. Ad A.VII.Engagement/2021 dated 07.05.2021.
2. Letter No.UITK/435/2021 dtd 21.06.2021, from the Principal, UIT Regional Centre, Kallara.
3. Interim order from the Hon'ble High Court dated 09.04.2019.

ORDER

Smt. Rejimol M and Smt. Divya J V, Lecturers on contract basis in Commerce were intimated to be engaged at UIT Regional Centre, Kallara, the centre, for a period of 11 months from 05.05.2021, vide paper read as (1) above.

The Principal, University Institute of Technology Regional Centre, Kallara, has forwarded the employment contract in respect of the staff on contract basis along with their joining reports, vide paper read as (2) above.

Sanction has been accorded by the Pro-Vice Chancellor to Smt. Rejimol M and Smt. Divya J V being engaged as Lecturers on contract in Commerce at the UIT Regional centre Kallara for the period from 05.05.2021 to 04.04.2022 on a consolidated monthly remuneration as detailed and as per the terms and conditions specified in the employment contract and articles of agreement executed by them.

Name and Address	Designation	Monthly remuneration	Joining Date	Expiry of Contract
Smt. Rejimol M 10/75 Block No.36 Ex.Colony P O Pacha, Palode Tvm-695562	Lecturer in Commerce (on contract)	Rs.25,000/-	05.05.2021	04.04.2022
Smt. Divya J V Divya Bhavan,6, Nellanadu P O Nellanadu-695606	Lecturer in Commerce (on contract)	Rs.25,000/-	05.05.2021	04.04.2022

- This posting is purely on contract basis and will not confer upon them any claim for future appointment in the University.
- The service of the incumbents shall stand automatically terminated on the exact date of expiry of the contract period irrespective of it being a holiday or not.
- The continuance of the present service of the incumbents shall, if a cause arises, be subject to the standing prescribed qualifications, norms and will have no claim whatsoever against the University.
- The engagement in respect of Smt. Divya J V is provisional and subject to further orders of Hon'ble High Court in the Writ Petitions, WP(C)Nos.39195/2017, 40250/2017, 40823/2017, 40910/2017, 41044/2017, 41081/2017, 41179/2017 & 41657/2017 as cited in the order read (3) above.

OFFICE OF THE GENERAL MANAGER & INSPECTOR OF N.S.S SCHOOLS
PERUNNAI, CHANGANACHERRY

No...B1/ 1539/2022

Date 17/5/2022

APPOINTMENT ORDER

Kavery B S, M.Com , BEd , NET.....
Thejas, Thattathumala, Thattathumala P O, Thiruvananthapuram - 695 614
is hereby informed that she is appointedas HSST (Jr) Commerce
in the N. S. S. ... Higher Secondary School..... Chathannoor..... on a pay of
Rs...45600 /- in the scale of Rs.....45600- 95600 till the vacancy exists.....
in the vacancy of Rakhi.R under orders of transfer to NSS HSS Kesavadasapuram from
1.6.2022

This appointment is subject to the provisions of the Kerala Education Act and rules thereunder and such other Rules or orders issued from time to time by the Government or other competent authority.

She is requested to report herself for admission to duty on 1/6/2022 FN... to the Principal of the school with her certificate of qualification and the relieving order from the former employer, if any. This order will be treated as cancelled if he/she does not join duty on or before.....

The Management will not be responsible for the non-approval of the appointment due to delay in producing the qualification certificates or under any other circumstances.


GENERAL MANAGER & INSPECTOR

No.....B1/ dated

Copy to the Principal, N.S.S Higher Secondary School Chathannoor
for information and necessary action. The date on which the incumbent joins duty may be reported. If the incumbent does not join duty within specified period the order is to be treated cancelled. C.S Report in triplicate and certificates of qualification or previous approved C.S.Report as the case may be, are to be forwarded within three days.


GENERAL MANAGER & INSPECTOR



MANNANIYA COLLEGE OF ARTS & SCIENCE

A Minority Aided College Affiliated to the University of Kerala
Accredited with 'B+' Grade by NAAC

M-4/21

23.10.2021

FROM I
(See Statutes 13 and 47)
APPOINTMENT ORDER

Smt. Naseera Beevi.N, KC House, Vandithadam, P C Mukku. P.O, Kallambalam-695605 is appointed as Assistant Professor in Commerce against the newly created vacancy as per GO(MS) No. 471/2020/HEdn dt.30.12.2020 with immediate effect under this Educational Agency, namely Jamia Mannaniya Islamia Charitable Society on the Scale of Pay Rs. 57700-182400 and posted in the Mannaniya College of Arts & Science, Pangode Subject to the Provisions of the Kerala University Act 1974 and Statutes, Ordinances and Regulations made there under and such other rules and orders issued from time to time by the University of Kerala or by such other authority who may be competent to issue such rules, orders, etc under the said statutes.



Asel
MANAGER

To

Smt. Naseera Beevi.N, KC House, Vandithadam, P C Mukku. P.O, Kallambalam-695605

Copy to

1. The Registrar, University of Kerala, Trivandrum-34
2. The Director of Collegiate Education, Trivandrum
3. The Deputy Director of Collegiate Education, South zone, Kollam
4. Principal, Mannaniya College of Arts & Science, Pangode



Pangode, Kallara, Thiruvananthapuram, Kerala-695609



0472 2869210



mannaniya@gmail.com



www.mannaniyacollege.ac.in



MANNANIYA COLLEGE OF ARTS & SCIENCE

A Minority Aided College Affiliated to the University of Kerala
Accredited with 'B+' Grade by NAAC

M-4/21

23.10.2021

FROM 1
(See Statutes 13 and 47)
APPOINTMENT ORDER

Smt. ^eSareena.A, Saira Cottege, Seemavila, Koduvazhan,oor P.O. 695612 is appointed as Assistant Professor in Commerce against the newly created vacancy as per GO(MS) No. 471/2020/HEdu dt.30.12.2020 with immediate effect under this Educational Agency, namely Jamia Mannaniya Islamia Charitable Society on the Scale of Pay Rs. 57700-182400 and posted in the Mannaniya College of Arts & Science, Pangode Subject to the Provisions of the Kerala University Act 1974 and Statutes, Ordinances and Regulations made there under and such other rules and orders issued from time to time by the University of Kerala or by such other authority who may be competent to issue such rules, orders, etc under the said statutes.



Asad
MANAGER

To

Smt. ^eSareena.A, Saira Cottege, Seemavila, Koduvazhan,oor P.O. 695612

Copy to

1. The Registrar, University of Kerala, Trivandrum-34
2. The Director of Collegiate Education, Trivandrum
- The Deputy Director of Collegiate Education, South zone, Kollam
- Mannaniya College of Arts & Science, Pangode



Pangode, Kallara, Thiruvananthapuram, Kerala-695609



0472-2869210



mannaniya@gmail.com



www.mannaniyacollege

Asad
Section Officer



MANNANIYA COLLEGE OF ARTS & SCIENCE

A Minority Aided College Affiliated to the University of Kerala
Accredited with 'B+' Grade by NAAC

23.10.2021

FROM I
(See Statutes 13 and 47)
APPOINTMENT ORDER

Dr. Sini mol.V.N, Thevayil, Maravakuzhy, Thattathumala P.O is appointed as Assistant Professor in Commerce against the newly created vacancy as per GO(MS) No. 471/2020/HEdn dt.30.12.2020 with immediate effect under this Educational Agency, namely Jamia Mannaniya Islamiya Charitable Society on the Scale of Pay Rs. 57700-182400 and posted in the Mannaniya College of Arts & Science, Pangode Subject to the Provisions of the Kerala University Act 1974 and Statutes, Ordinances and Regulations made there under and such other rules and orders issued from time to time by the University of Kerala or by such other authority who may be competent to issue such rules, orders, etc under the said statutes.



[Signature]
MANAGER

To

Dr. Sini mol.V.N, Thevayil, Maravakuzhy, Thattathumala P.O

Copy to

1. The Registrar, University of Kerala, Trivandrum-34
2. The Director of Collegiate Education, Trivandrum
3. The Deputy Director of Collegiate Education, South zone, Kollam
4. The Principal, Mannaniya College of Arts & Science, Pangode

Stock file



Pangode, Kallara, Thiruvananthapuram, Kerala-695609



0472 28692



mannaniya@gmail.com



www.manna

File No. RCS/273/2022-EA(1)

REGISTERED WITH ADPROCEEDINGS OF THE ADDITIONAL REGISTRAR (GENERAL) OF
CO-OPERATIVE SOCIETIES, KERALA

No. RCS/273/2022-EA(1)

Thiruvananthapuram, Dated, 04.03.2022

Sub:- Co-operative Department - Establishment - Appointment as Junior Inspectors/Auditors of Co-operative Societies on Rs. 39300-83000 - Advised by the Kerala Public Service Commission - Posting Orders - Issued - Regarding.

Read:- Letter No. RE III (2) 712/20, dated 04.01.2022 of the Regional Officer, Kerala Public Service Commission, Ernakulam.

ORDER

- The following candidates advised by the Kerala Public Service Commission are appointed as Junior Inspectors/Auditors of Co-operative Societies temporarily under clause (1) of Sub-rule (a) of the Rule 9 of the General Rules as provided for in Rule 10(b) of the rules in those rules, in the scale of pay of Rs. 39300-83000/- and posted to work under the Controlling officers noted against their names.

Sl No.	Name and Address of the Candidates	Date of Birth	Qualifications	Under whom posted
1	2	3	4	5
1	SALABHA, P.L., CHAKKACHAMPARAMBIL HOUSE, PORATHISSERY, IRINJALAKUDA, THRISSUR - 680125	20.05.1987	1. B. Com (Co-operation) 2. DA - HI (50%)	JOINT DIRECTOR (AUDIT), THRISSUR
2	ARCHANA. U.S., KIZHAKKETHIL, MANJANKKARA, OMALLOOR. P.O., PATHANAMTHITTA - 689647	19.05.1985	1. B.A (Economics) 2. HDC 3. DA - HI (60%)	JOINT DIRECTOR (AUDIT), DUKKI
3	PRADEEP KUMAR. K., KUNNUMMAL KODAKKAD (H), KOTTUKKARA, KONDOTTY, MALAPPURAM - 673638	06.07.1995	1. B.Com (Co-operation) 2. DA - HI (50%)	JOINT DIRECTOR (AUDIT), MALAPPURAM

56	VINEETHA. J., VONOD BHAVAN, KOTHAKULANGARA, PANAYAMUTTOM. P.O., THIRUVANANTHAPURAM, PIN - 695561	15.02.1988	1. B. Com (Co-operation)	JOINT DIRECTOR (AUDIT), THRISSUR
57	MANOJ KUMAR. K.C., KALATHIL HOUSE, CHERAMANGALAM (P.O.), ANDHAZHY, PALAKKAD - 678703	02.01.1982	1. B. Com (Co-operation)	JOINT DIRECTOR (AUDIT), PALAKKAD
58	ABHILASH. K., KANDIYOTH, NANMINDA, KOZHIKODE - 673613	14.02.1997	1. B. Com (Co-operation)	JOINT DIRECTOR (AUDIT), KANNUR
59	SARATHKANTH. U.S., UORKOLY, NEITHAKUDY, MALA, THRISSUR - 680732	03.01.1990	1. B. Com (Co-operation) 2. DA - HI (40%)	JOINT REGISTRAR (GENERAL), THRISSUR
60	JISHNU. V., VILAYAMKUNNU HOUSE, ODAYIKKAL, PULLIPPADAM. P.O., MALAPPURAM - 676542	13.05.1995	1. B. Com (Co-operation)	JOINT DIRECTOR (AUDIT), MALAPPURAM
61	SHUJI B. PILLAI, VIJAYA MANDIRAM, KOTTUKKAL, KOLLAM	25.05.1985	1. B. Com (Co-operation)	JOINT DIRECTOR (AUDIT), THRISSUR
62	SHAREENA ABOOBACKER, PUTHIYOTTIL HOUSE, MAYANAD, KOZHIKODE	01.05.1983	1. B. Com (Finance) 2. HDC	JOINT DIRECTOR (AUDIT), KANNUR
63	VISHNU R. NAIR, VISHNU VILASOM, ARAYOOR. P.O., THIRUVANANTHAPURAM, PIN - 695122	06.05.1992	1. B. Com (Co-operation)	JOINT DIRECTOR (AUDIT), KANNUR
64	HANZIA. S., SNEHA BHAVAN, KOLLOORKONAM, MUKKODU, KOLLAM - 691503	20.01.1994	1. B.Sc (Botany) 2. HDC	JOINT DIRECTOR (AUDIT), THRISSUR
65	ANAND. C., PRASANTHI, SANTHINAGAR, MANALODY, NILAMBUR. P.O., MALAPPURAM, PIN - 679329	20.11.1995	1. B. Com (Co-operation)	JOINT REGISTRAR (GENERAL), MALAPPURAM
66	LAKSHMI. K.J., KURIAPPILLIL, NETTOOR, ERNAKULAM - 682040	14.10.1996	1. B. Com (Finance & Taxation) 2. HDC	JOINT DIRECTOR (AUDIT), ERNAKULAM

Card No : 267



**KERALA GOVERNMENT
CO-OPERATION**



PEN : 930738

VISHNU R NAIR

Junior Co-operative Auditor

CO-OPERATION

Valid upto : 20/04/2027

KRISHNA RAJ S P

Assistant Director, Co-Operation


**ASSISTANT DIRECTOR OF
CO-OPERATIVE AUDIT
KANNUR**

Private & Confidential

OFFER LETTER

To,

Abhijith A V
Abhiramam Chanthavila Kattayikonam P.O
Kattaikonam, Trivandrum
Kerala, Pin-695584

Date : 08-02-2022

Dear Abhijith A V,**Sub : Offer of Employment - Commercial Underwriting Assistant**

Further to our recent meetings and discussions, we are pleased to offer you the position of Commercial Underwriting Assistant subject to the following terms & conditions.

1. Date of Joining :

Subject to your acceptance of these terms, your employment will commence on or before 09-02-2022. On your date of joining employment you should report at Allianz, 2nd Floor, Bhavani, Technopark, Trivandrum, Kerala, India - 695 581 at 9.30 AM.

2. Location :

Your initial employment location will be our office at Allianz, 2nd Floor, Bhavani, Technopark, Trivandrum, Kerala, India - 695 581. The Company may transfer you to other locations from time to time.

3. Cost to company :

Your total employment Cost to Company (CTC) will be INR 220000 (Rupees Two Lakh Twenty Thousand) per annum. Please refer to Annexure I for details.

You will be eligible to participate in the Company's employee benefit Plans as are generally made available to similarly situated employees of the Company, subject in each case to the terms and conditions of the Plan in question. Full details of these Plans will be provided when you join employment. All amounts payable to you shall be subject to deduction of tax at source as per applicable law from time to time. Deductions will also be made in accordance with other applicable laws and for contributions to employee benefits schemes as may be applicable from time to time (e.g. provident fund, ESI). Your remuneration will be subject to revision as per the Company's compensation policies and guidelines in effect from time to time.

4. Probation :

You will be on probation for a period of 6 months from the date of your joining employment. During your probation, your employment is provisional and subject to successful completion of your probation. During this period, your performance will be reviewed by your line manager and you are expected to demonstrate the technical and functional skills (as applicable) associated with your position together with the core values of the Company including but not limited to, cooperation, teamwork and a positive attitude. Failure to perform as expected may result in the termination of your employment or extension of your probation period for a further period of 3 months. If you successfully complete your probation, you will be deemed to be a permanent employee of the Company and will be communicated to you through formal written communication. Any extension of probation or termination will be communicated to you in writing.



10th September 2021

To,

ANANYA ANIL
Kavil veedu, near
L.P.S Pappanamcode
Industrial Estate P.O
Trivandrum-695019

SUBJECT: APPOINTMENT LETTER

Dear Miss. *Ananya Anil*,

We are pleased to issue this letter of appointment governing the terms and conditions of your employment with the Organisation:

1. **EFFECTIVE DATE OF APPOINTMENT:** 15th September 2021
2. **DESIGNATION:** You will be presently designated as Accounts Executive.
3. **RESPONSIBILITY:** Your detailed duties and responsibilities shall be as delegated to you from time to time.
4. **PLACE OF POSTING:** You will be posted at TRIVANDRUM, for the discharge of your duties. However, your services may be transferred anywhere in India or to any other Unit, as per the discretion of Management.
5. **SALARY:** In consideration of your services, we shall pay you the monthly salary as per the following break - up:

Sl. No	COMPONENT	AMOUNT P.M. (Rs.)
1	Basic Salary	10000.00
2	Conveyance Allowance	
3	Special Allowance	
	TOTAL	10,000.00

6. **BENEFITS:** You will be entitled to the other benefits as per the rules of the organisation applicable to your category of employees, from time to time.

LOURDES MATHA CATHOLIC EDUCATIONAL SOCIETY
Lourdes Centre, PMG Jn, Thiruvananthapuram – 695 004
Phone: 0471- 2302481

Proceedings No: LMCES/ES/82/11(29) 2021 dt. 30.06.2021

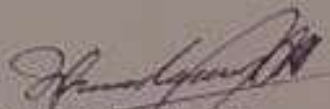
Sub: Lourdes Matha Catholic Educational Society – Establishment – Appointment of Assistant Professor in Lourdes Matha Institute of Hotel Management and Catering Technology (LMIHMCT) at Kuttichal on contract basis – orders issued

Read: 1. Application received from Ms. Anju Raj A dt 04.06.2021
2. Interview held on 30.06.2021

The Management of the Lourdes Matha Catholic Educational Society is pleased to appoint Ms. Anju Raj A as Assistant Professor in Lourdes Matha Institute of Hotel Management and Catering Technology, Kuttichal P.O, Thiruvananthapuram on contract basis for a period of one year with effect from 5th July 2021 on a consolidated pay of Rs: 24,000/- per month.

At least 3 month's notice has to be given to the management for relieving from the post.

A copy of this order may please be returned duly signed by you as your acceptance.


Manager and Director

To
Ms. Anju Raj A
Asha, K-22, Kailas Nagar
Kesavadaspuram, Pattom
Trivandrum

Copy to

- 1 The President
- 2 The Secretary
- 3 The Bursar
- 4 The Principal
- 5 The Accounts & Establishment Department
- 6 The personal file
- 7 Governing Board stock file.

Ref. No. SMS/HR/2021/022

Ms. Manjunath S,
Chakki Nivas cheruvarakonam,
Parassala P O - 695502,
Trivandrum Kerala.

Dear Manjunath S.,

Sub: OFFER OF APPOINTMENT

With reference to the personal discussion/interview held on 20th December 2021 we are glad to offer you the position of **EXECUTIVE (ACCCOUNTS & SALES CO-ORDINATION)** on the following terms and conditions:

1. During your probation period the gross pay will be INR 13,000/- (Rupees Thirteen Thousand only) per month and on successful completion of probation and based on your performance evaluation your salary will be revised. The breakup details of the same will be informed to you as per HR policies of the company in due course. You will not be eligible for any other benefits until it is informed in writing.
2. You will be on Probation for a period of **THREE MONTHS** from the date of your joining and during this period, if your services are found unsatisfactory, management reserves the right to terminate your services without assigning any reason or giving any notice. The period of probation may be extended at the discretion of the Company. On successful completion of probation, you will be confirmed in the post. You will be on probation until you are informed in writing that you are confirmed.
3. Even after the successful completion of the probationary period, if your conduct or performance is found unsatisfactory, your services are liable to be terminated at any time by giving one months' notice or by paying one month's salary in lieu of notice thereof and if you require leaving the job you will have to give one month notice in advance. The date of relieving from the company is subject to the exigencies of work and your properly handing over the responsibilities to the designated official. However, the Management reserves the right not to accept resignation if circumstances so warrant where disciplinary proceedings are pending or a decision to issue a charge sheet is taken by the Competent Authority.

However, the period of your absence from work on account of leave without pay, absence without leave, unauthorized absence, overstay of sanctioned leave and suspension from service shall not be reckoned for computing the above-mentioned period of probation and accordingly the period of probation will stand extended to the period of your such leave/absence/over stay of leave/suspension from service, if any.

4. The appointment is subject to verification of the data provided by you in your resume and information provided by you during various discussions with you. If, at any time, any

27-Apr-2022

Name : Sruthi Sreekumar
ID : 705511
Designation : Senior Associate

Dear Sruthi,

We take this opportunity to congratulate you and express our appreciation for your valuable contribution in achieving our organizational objectives for the year 2021-2022.

Consequent to the review of your performance during this period, we take great pleasure in informing you that, you have been promoted to **Senior Associate** and your CTC has been revised to **INR 583,728/-** per annum with effect from 1st April 2022.

As per company policy, your notice period will be 90 days. All other terms and conditions of your employment remain unchanged.

All Compensation details are confidential information between employee and the company. Any unauthorized disclosure of this information to other employees or external parties may be treated as misconduct leading to disciplinary action.

We are confident that you will continue the good work in the same spirit of commitment and sincerity and grow with our organization.

For Guidehouse India Private Limited



Saji Zacharia
Director - Human Resources



കേരള ഗ്രാമീണ ബാങ്ക്
Kerala Gramin Bank

(A Government owned bank sponsored by Canara Bank)
HEAD OFFICE, KGB TOWERS, AN ROAD, MALAPPURAM, KERALA, PIN 876 001
RECRUITMENT CELL - HUMAN RESOURCES WING



Ref : 9/KGB/4/2022/RC/HR Wing

Date: 17/01/2022

To

Mr./Ms. ABHIJITH A P,
VISWA VINAR, CHITTAZHA
VATTAPPARA, THERUVANANTHAPURAM,
KERALA 695028.
Mobile: 9113819664

Dear Sir/Madam,

SUB: OFFER OF APPOINTMENT IN THE BANK.

With reference to your CRP-E application, we have pleasure to inform that you have been provisionally selected for appointment in our Bank to the post of **Office Assistant (Multiurpose)**. Accordingly, we are issuing this **Offer letter for appointment** in the Bank.

If you are agreeable to accept the following terms and conditions and willing to comply with that, you shall report at Kerala Gramin Bank, Regional Office Building, Opposite Municipal Office, Malappuram - 676005 on 27/01/2022, Thursday at 9.00 AM for completing the formalities required to join the services of our Bank.

On being satisfied as to your Medical Fitness and the authenticity of your documents like Certificate/Credentials etc., your acceptance of and compliance with the terms and conditions set out hereunder, we will take you into this establishment, as per Appointment Order to be issued separately.

Automatic cancellation of offer of appointment:

Please however, note that if you do not report on the above mentioned date (i.e. 27/01/2022) with all the credentials indicated herein, it will be construed that you are no longer interested in taking up the service in the Bank. Consequently, this Offer of Appointment will lapse automatically at the end of 27/01/2022 and the Bank will not entertain any claim from you to the service in the Bank thereafter, or engage in any type of further correspondence.

Commencement of Services & Period of Probation:

Your service / probation period in the Bank will count / commence from the date of your joining the services of the bank as per final appointment letter to be issued after successfully completing all formalities required to join the services.

TERMS AND CONDITIONS

Please note that this Offer of Appointment is subject to the terms and conditions given below.

The Service Conditions / Regulations applicable to you have been defined / set out in the Kerala Gramin Bank (Officers and Employees) Service Regulations 2013 and any amendments and alterations thereof and additions thereto, from time to time. A copy of the service regulation will be provided to you on the date of your joining the Bank for personal reference and records.

Period of Probation: You will be on probation for a period of one year from the date of your joining in the Bank which is extendable upto a maximum period not exceeding six months. Further, your confirmations at the end of the Probationary period (including extended probationary periods, if any) will be subject to, in the opinion of the Appointing Authority, satisfactory completion of your Probation/satisfactory service during Probationary period, otherwise, please note that your services are liable to be terminated by giving you one month's notice in writing or by paying you one month's salary and emoluments in lieu of notice.

Notwithstanding what is stated above, the Bank may terminate your services at any time during the probation period without assigning any reasons by giving you one month's notice in writing or by paying you one month's salary and emoluments in lieu of notice.

In case of any adverse / unsatisfactory Police Report, your Appointment Order will be cancelled.

During the period of probation, you shall be paid salary and emoluments, as follows, subject to such variations as prescribed by Kerala Gramin Bank (Officers and Employees) Service Regulations, 2013 and future amendments.

BASIC	DA	HRA	CCA
* 17900/-	As per Index Level	Depending on the Place of Posting	

You are liable to be posted to any Branch / Office of the Bank and liable to be transferred to any branch / office in the entire service area of the Bank from time to time at the sole discretion of the Bank.

During the period of probation, you are required to serve at 3 to 4 different branches/offices in the entire service area of the Bank at the frequency as decided by the Bank to provide better exposure and to acquaint in various aspects of banking.

You shall not leave or discontinue your services in the Bank, even during Probationary period, without giving notice, in writing, to the Chairman of the Bank, through proper channel, mentioning your intention to leave or discontinue your services in the Bank. The period of such notice required is one month during probation and three months after confirmation or in lieu thereof, as compensation to the Bank, you are liable to pay a sum equal to your pay (bank drawn at the time of such event) for the period of notice so required. Further, in the event of your leaving or discontinuing your services in the Bank, you are also liable to refund the pay or allowance or both, drawn by you while on training and make good the training expenses incurred by the Bank or the Sponsor Bank, for deputing you to such training.

Indemnity Bond: Further, at the time of joining, you are required to execute an indemnity bond on non-judicial stamp paper of 200/- agreeing to pay the Bank a sum of 75000/- (Rupees Seventy Five thousand only) plus applicable GST, in the event of leaving services of the Bank during the period of probation. This will be in addition to the provisions of Staff Service Regulations of the Bank as mentioned in part No.8 above.

During the period of your probation, you shall show proper aptitude towards work, acquire thorough knowledge of the Bank's Manual of Instructions, Circulars, Rules of Business, Policies, besides the procedures/systems of working etc., of the Bank and be able to discharge the duties and responsibilities of an Office Assistant (MP) with due diligence.

The appointment is provisional in case of Scheduled Caste/Scheduled Tribe category candidates and is subject to the Scheduled Caste/Scheduled Tribe certificate being verified through proper channels. If the verification reveals that the claim that you belong to Scheduled Caste/Scheduled Tribe as the case may be, is false, your services will be terminated.



APTARA/FPG/B1/17817/04064

Sep 11, 2021

Gopika Asok
Trivandrum


Sub: Letter of Intent

Dear Gopika ,

This is with reference to your application for a suitable employment in our organization, and the subsequent round of tests and interviews you had with us. We are very pleased to offer you the position of **Financial Associate** in our organization.

You are required to submit the following documents (photocopy) at the time of joining us:

- Proof of Identification (Photocopy of passport/Photo I.D Proof Signed By Class 1 Gazetted Officer/Election card/PAN Card)
- Address proof (Photocopy of ration card/driving license/rent agreement/landline phone/electric bill)
- All Educational/Professional certificates (School & College).
- Last drawn salary slip from the previous organization.
- Resignation Acceptance/Relieving certificate from previous employer, if applicable.
- Latest Form 16, if applicable.
- Medical certificate as per the attached Annexure.
- Six passport size photographs.
- Two Postcard size family photograph (in case unmarried – with mother and father, in case married – with spouse and children) for ESI, if applicable.
- Please bring your Original documents at the time of joining for the verification purpose.

You are required to join us on or before **Sep 13, 2021 at 9:30 a.m. sharp** at **Aptara Learning Pvt. Ltd., 7th Floor, Carnival Technopark, Technopark Campus, Kariyavattom, Thiruvananthapuram, Kerala**  **695581.**, failing which this offer stands withdrawn. Your formal appointment letter shall be given to you after completion of your joining formalities.

Submission of PF (UAN) Number from previous employer is mandatory at the time of Joining.

Please submit the copy of Accepted Resignation Letter within 36 hours from the issue of LOI, failing which the LOI stands cancelled.

Look forward to a long & meaningful association with you.

Thanking you,
For **Aptara Learning Pvt Ltd.**

Jaya Chandran
General Manager – Human Resources

Name	:	Gopika Asok
Designation	:	Financial Associate
Date of Joining	:	Sep 13, 2021

Level:B1	INR
Gross	14,856.00
Basic	12,380.00
Statutory Bonus	2,476.00
PF	1,486.00
ESI	483.00
Personal Accident	60.00
Gratuity	595.00
LWF	20.00
TOTAL RETIRAL	2,644.00
GROSS	14,856.00
CTC	17,500.00
CTC (PA)	2,10,000.00

Note: Gratuity amount would be payable only in accordance with the conditions as contained in The Payment of Gratuity Act 1972.

For **Aptara Learning Pvt Ltd.**

Jaya Chandran
General Manager – Human Resources



Appointment Offer No : ENV-IO-HR-AO-2021-566
Appointment Offer dated : 13-Aug-2021

13-Aug-2021

Arya Sunil
Pattathanam, Vayettu,
Venjaramoodu P.O,
Trivandrum - 695607,
Kerala

Sub: - Appointment Offer

Dear Arya,

After review of your impressive credentials and the interview, we are pleased to confirm that you have been selected for the post of **Associate Operations Analyst**. We are enclosing herewith your Appointment Offer dated **13-Aug-2021**. If you are accepting our offer, please send us your confirmation within 5 days. If no such confirmation is received on or before the said period, this offer shall stand void.

At the time of joining, you must bring the following documents in original along with photocopies:

1. All certificates in support of your educational qualifications
2. Salary and Work experience certificates, if relevant
3. Relieving letter from your previous employer, if relevant
4. Copy of your passport (if you do not have one please apply for it)
5. Six passport size photographs of self (with white background)
6. Copy of PAN and Aadhaar card.

If you require any additional information or clarification regarding, please contact us on 0471 – 4181010

We are looking forward to a long standing relationship.

Yours Sincerely,

For **Investnet Asset Management India Pvt. Ltd.,**

Santhosh Kumar E K
Vice President - Human Resources

13-Aug-2021

Arya Sunil

Pattathanam, Vayettu,
Venjaramoodu P.O,
Trivandrum - 695607,
Kerala

Dear Arya,

Following your interview with us, we are pleased to offer and appoint you as **Associate Operations Analyst** in **Investnet Asset Management (India) Pvt. Ltd** (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification.
- b) You will have to bring six copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at any one of the offices Investnet Asset Management (India) Pvt. Ltd. in Trivandrum location. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

In the event of you being transferred to any of our other offices or asked to work from remote location, then the said location/station will be considered as your work location. In such cases and in the event of you having to official visit our Trivandrum office, you will be paid travelling and other logistics expenses as per the company norms.

3. Reporting Date

You are requested to report at corporate office of the company situated at Investnet, TC 4/2035-1, Kowdiar post, Trivandrum, Kerala- 695003, India on **22-Sep-2021**.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

You will receive a consolidated pay of Rs. 3,50,000 per annum including all allowances.

In addition to the monthly earning, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.3,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

6. Working Week & Leave

The normal working days and normal hours of work can be changed by the Company to suit the work and emergencies.

Holidays would be as per the list declared by the Company from time to time

As an employee of the Company you will be entitled to twelve days of annual leave, eight days of casual leave and six days of sick leave per annum. In addition, you will also be eligible for maternity / paternity leave.

7. Promotion

Promotions will be based on your performance, contribution and as per the rules and regulations of the Company.

8. Travel

You may be required to travel within India and overseas for the purpose of work and/or training whenever required by the Company and you will be required to remain outside India for such period as may be determined by the Company. All expenses including, flight tickets, hotel accommodation etc. that may be incurred in connection with such travel will be borne by the Company. You must have a valid passport while joining the Company and a copy of the passport must be deposited with the Company. Company will take responsibility for arranging travel visas and other formalities.

9. Minimum Period of Service

The minimum period of service is 2 years from the date of joining. You are also required to execute a service commitment agreement guaranteeing a sum of Rs. 50000/- (Rupees Fifty Thousand Only) to be payable to the Company in accordance with the terms and conditions of such contract. The above contract shall also be signed by one surety and should be your parent. A copy of the contract is attached hereto for your reference and understanding. The signing of this contract is mandatory before joining the company as per the company policy. There is no compulsion from our side to you or your surety executing this contract, you and your surety may read and understand the content, take legal assistance if necessary and only if you are ready to honour the terms and conditions therein you may sign the contract.

10. Notice Period & Termination of Employment

On the completion of the period of 2 years as agreed in the service agreement, the termination of employment shall be.

- After issuing a 90 days' notice by either side.
- For your resignation to be approved, you shall hand over the details of the work, data, documents, materials, and all other official properties entrusted to you, to the satisfaction of the Department Head/Manager authorized on this behalf. In the event of your failure to hand over any of the above, the management reserves the right to take appropriate action against you as deemed necessary and warranted by the circumstances.
- During the course of your employment, if your performance is not meeting the required standards, a Performance Improvement Plan (PIP) may be assigned to you and your employment could be terminated by the end of the PIP without an additional 3 months' notice pay if you are unable to meet the specific objectives and standards of performance set in the PIP.

- If any charge of misconduct is proved against you, the management reserves the right to terminate your service without any notice or payment in lieu of notice period.

11. Regulations

- a) Your employment will be governed by, and you are bound to abide by, the decisions, directives, rules and regulations of the Company which may be notified from time to time. You are expected to devote your entire working time, energy, and attention **exclusively** to the work of the Company, and should not take up any other direct or indirect business or work, honorary or otherwise, while in employment with the Company, unless so permitted in writing by the Company.
- b) You are expected to work diligently, faithfully and to the best of your ability in serving the Company and to use the best of your endeavor to promote the interests of the Company and perform all duties that may be entrusted to you from time to time.
- c) You shall be responsible for the safe keeping of all Company property that is being used by you or left in your custody or charge and shall upon the request of the Company or termination of your service, whichever is **earlier**, deliver to the Company all the properties of the Company, in your custody or possession.
- d) All intellectual properties rights in, India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957 and as amended from time to time) or in any other matter including but not limited to, documents, computer software and databases or papers, of any type including all improvements) conceived / created / made **fully** or in part (whether or not during regular office / business hours) by you during your period of employment with the Company, shall stand automatically vested in and be the sole and exclusive property of the Company and shall be disclosed in writing promptly to the Company. You shall also at the cost of the Company execute and register, all documents required, statutorily or otherwise by the Company, to further confirm the above ownership rights in favour of the Company.
- e) You shall execute the Security and Confidentiality Regulations of the Company with respect to protection of confidential information of the Company.
- f) You understand that if you are deputed on any work/assignment/project at locations specified by customers/company, you will gain extensive knowledge and information of customers' business and their specific requirements and skills by closely working with the customers, which would be of great value to the Company, and which knowledge, information and skills the Company would want to utilise on completion of such deputation. Customers in this context shall mean clients, business partners, business associates, subsidiaries, affiliates or any other legal entity or business unit with whom the Company has business relationship. Moreover, you also understand that the Company would be expending considerable cost for such deputation. Therefore, you agree that after completion of such deputation, you will share your experience and knowledge with the company.
- g) You shall at any times be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/ financial loss to the Company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorized absence, misbehavior, theft, misappropriation/ fraud, dishonesty, immorality, conviction, falsification of documents/ records or information given in your bio-data/ application for securing job in the Company or any undesirable acts which in the opinion of the Company is prejudicial and detrimental to the interest of the Company. Pending disciplinary action, you can be suspended from service.
- h) During your employment with Company and for a period of one (1) year immediately following termination of your employment, for any reason whatsoever, you shall not

- i) directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer or shareholder, own, operate, assist, take up employment in, participate in or be associated with, in India or elsewhere, any concern/entity that is engaged in developing, designing, producing, marketing, or selling, software products or services in competition with the Company, to the travel, transportation and logistics industry and such other industry the Company will serve in future;
 - ii) directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the Company or solicit, entice, take away or attempt to contact, solicit, entice or take such third parties away from Company or in any way damage their business relationship with the Company; or
 - iii) directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member or office bearer, directly or indirectly, contact, recruit, solicit or hire any of the employees of the Company, or induce or attempt to induce any employee of the Company to terminate his/her employment with, or otherwise cease or damage his/her relationship with the Company.
- j) This Appointment Offer is to be read in conjunction with the rules and regulations laid down by the Company from time to time. In the event any conflict arises between Appointment Offer and the rules and regulations laid down by the Company from time to time, such rules and regulations shall prevail.
 - k) The service conditions mentioned in this Appointment Offer are not subject to any amendments unless communicated by the authorized officer nominated by the Company for this purpose.
 - l) If any of the clauses or sub clauses of this Appointment Offer become invalid or be so judged, the remaining clauses or sub clauses shall be deemed severable and shall remain in full force and effect.
 - m) The Company reserves the right to initiate legal proceedings for any breach by you of any of terms of your employment.
 - n) This Appointment Offer shall be governed and construed in accordance with the laws of India
 - o) In the event of any dispute between the parties hereto regarding or arising out of this Appointment Offer, the Courts in Trivandrum, Kerala, shall have the sole jurisdiction, to the exclusion of all other courts that may otherwise have had jurisdiction.

If you agree to these terms and conditions, kindly return the counterpart of this Appointment Offer enclosed herewith duly signed on all the pages within seven days of your receiving it. For any additional information or clarification on any of the above terms and conditions, please do not hesitate to contact us.

Yours Sincerely,

For Investnet Asset Management India Pvt. Ltd.,



Santhosh Kumar E K
Vice President - Human Resources

ACCEPTANCE

I have read and understood the terms and conditions of the above Appointment Offer and I unconditionally accept the same without any reservations whatsoever. I have received the copy of the service commitment agreement.

Name and Signature

Date:

Registered Office: Investnet Asset Management (I) Pvt. Ltd.
TC 4/2015 - 1, Kowdiar Post
Trivandrum, Kerala, India - 695003
CIN: U72200KL2001PTC015113

www.investnet.com

CHRIST NAGAR COLLEGE MARANALLOOR, TRIVANDRUM

A CMI Educational Institution | Affiliated to University of Kerala

Date: 06/12/2021

APPOINTMENT ORDER

Ms ANJITHA B. NAIR
JESUS VILLA, KANIYANVILAKOM,
POHHCNCODE, TRIVANDRUM-695584

With reference to your application and subsequent interview and selection procedure, the Management is pleased to inform you that you are hereby appointed as Assistant Professor in the Department of Commerce at Christ Nagar College, Maranalloor, under the management of Christ Nagar Educational and Charitable Trust, Kowdiar, as per the following terms and conditions:

1. The appointment will be on provisional basis for the first one month and you will be on probation for the next 12 months.
2. You are advised to qualify the National Eligibility Test (NET) at the earliest as it is mandatory for the appointment for Assistant Professor and HOD, if not qualified.
3. You shall not leave the institution in the middle of an academic year. One month notice should be given to the management before quitting the job.
4. Scale of pay: As per the mutual agreement: 18,500 pm
5. You are obliged to attend the duties assigned by the Manager and the Principal.
6. In addition to the above, all the terms and conditions in the services rules and subsequent changes made therein will be applicable to you.

You should return the duplicate copy of this order duly signed as token of your acceptance of the terms and conditions of the appointment order. You should join duty within 15 (fifteen) days from the date of receipt of this order.



For: Lato Varghese CMI
Manager



hotel
White Dammar***
International Pvt. Ltd.

Pappanamcode, Thiruvananthapuram
Ph : + 91 471 - 2496601, 602, 603, 605, 606, Fax : 2496604
whitedammar@gmail.com, www.hotelwhitedammar.com

23.06.2021

Dear Sreelekshmi V S

Based on your performance in the interview and further discussion on terms and conditions of employment, we are delighted to offer you the position of Accountant in our company.

Our operation commences on 2ND July 2021 and we request you to join for duty from that date at our office located at the following address.

Hotel White Dammar International Pvt Ltd
Pappanamcode, Trivandrum

Detailed appointment letter will be given to you after joining our office.

We are confident that you will find this job both exciting and rewarding.

We wish you a bright and a successful career with us!!

Thanking you



For Hotel White Dammar International Pvt Ltd



COMMUNICATIONS
ENABLED

April 7, 2022
CAF ID : CAD028573
Ref Code: 19101_FIN

Sruthi Nair
VP17/599A Kailas, Near Ration depo Konchira P.O
Vettinad Trivandrum
Kerala - India

Dear **Sruthi Nair**,

Congratulations and welcome to RR Donnelley India Outsource Pvt. Ltd!

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Financial Associate** at Job Level L1.

RR Donnelley is a multibillion dollar company and we are a global provider of integrated communications. Founded more than 150 years ago, we work with more than 60,000 customers across four continents and are constantly expanding and growing across the various geographies we operate in. To fuel our business growth, we are relentlessly looking for and nurturing our most prized resource – our people! In the days to come, you will discover that we are passionate about attracting, developing and retaining our talent.

This offer comes to you as a culmination of a rigorous selection process and we are certain that you will find our work environment conducive to your personal and professional growth.

We request you to join us full-time on **April 11, 2022** in our Trivandrum office.

Details of your Total Pay and Benefits are listed in Annexure A.

The general terms and conditions of employment are outlined in the subsequent pages in Annexure B. Please endorse your acceptance of this offer by signing the duplicate copy of this letter and returning it to us.

Once again, welcome to the RR Donnelley family!

We wish you the very best as you begin your career with us.

Sincerely,

Meena Sinha
Vice President and Head
Human Resources and Communications, Asia Operations

RR Donnelley India Outsource Private Limited
6th Floor, Thejaswini Technopark
Kariavattom, Trivandrum - 695 581, India
Telephone: + 91 471 6602001 Fax No: + 91 471 6602005
Corporate Identity Number: U30006TN1995PTC053395

Bhagya R Nair



Bhagya Rنجني Nair

12/12/2022

Re: Offer of appointment as Temporary Beauty Sales Assistant - Frasers

Dear Bhagya,

Congratulations! We would like to take this opportunity to applaud you on your successful application and interview with us here at House of Fraser. We are delighted to offer you the role of Temporary Beauty Sales Assistant - Frasers here at House of Fraser Guildford HOF and are really looking forward to seeing you in action.

We are writing to confirm that your engagement with us will commence 17/12/2022 and we are greatly looking forward to you joining the House of Fraser team at such an exciting time.

This is a temporary role and the end of the engagement date is 8th January 2023.

You have also been sent a link to complete some personal data on our recruitment system, Smart Recruiters; once this is completed, we will be able to produce your terms of engagement, a copy of which will follow in the post. Just to confirm the start date in the store will depend upon you filling in this information for us.

Once again may we offer you our congratulations on your new position and to wish you every success in your career with us.

Yours Sincerely

Stephanie Smith

Krishna Prasad P





Asian Paints Limited
Plot No. 50-55,
IDA Layout, Phase II,
Potancheru-502799,
Dist. Sangareddy (TS)
T : (08447) 254099
www.asianpaints.com

Date: 04th October 2021

Dear Mr. Anand S R Nair,

This has reference to the interview held on 27th September 2021. We are pleased to make an offer of appointment to you for the position of **EXECUTIVE LEVEL I – QA** in our organization.

Location: Asian Paints Limited,
Plot Nos. 50-55,
IDA Layout, Phase II,
Potancheru- 502719.

The compensation offered to you on joining will be as follows: (All figures are in INR)

	Probation	Confirmation
Basic	21000	21000
HRA	10000	10000
Education Allowance	200	200
Conveyance Allowance	12000	12000
Consolidated Allowance	660	660
Interim Allowance	1000	1000
PF at 12%	2520	2520
Total per Month	44600	44600
Bonus(Annual)	37000	37000
LTA(Annual)	8000	8000
Annual Cost to the Company	613560	613560

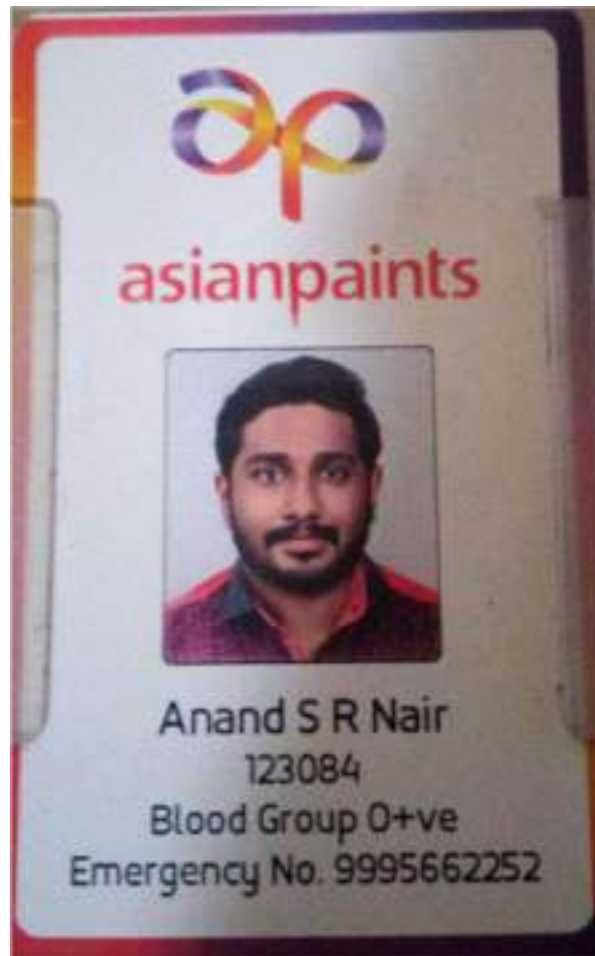
The detailed terms and conditions of your employment and compensation will be given in the appointment letter which will be handed over to you at the time of joining.

Your appointment to the services of the Company is subject to medical fitness as certified by the Company's Medical Consultant or any other Doctor nominated by the Company, and background verification check.

This offer of appointment is valid until 06th Oct 2021 for acceptance. If we do not hear from you by 06th Oct 2021 i.e. the date on which the validity for acceptance expires, this offer of appointment shall be treated as withdrawn. Your expected date of joining is 11th October 2021. In case you fail to join us by 11th October 2021, this offer shall be automatically treated as withdrawn.

Thanking you,
For Asian Paints Ltd


Srinivasan K.
Manager- Human Resources



ANAND SR NAIR

Sun Pharmaceutical Industries Ltd.
Sun House, Plot No. 201 B/1,
Western Express Highway, Durgam (E),
Mumbai - 400 023, Maharashtra, INDIA.
Tel : (91-22) 4324 4324
Fax : (91-22) 4324 4343
Website : www.sunpharma.com
CIN : L24230GU1999PLC019050



SPIL/MUM/HRD/E90329/CLASSIC DIVISION/2022
APRIL 1, 2022

Mr. VISHNU A P
CHENKODE MELE PARANKIMAMVILA PUTHEN VEEDU
NILAMA, OOKKODU PO
KALLIYOOR
THIRUVANANTHAPURAM - 695020
KERALA

Dear Mr. VISHNU A P,

With reference to your application and subsequent interview, you had with us, we are pleased to offer you the position of **TRAINEE SALES EXECUTIVE** in our organization for our **CLASSIC DIVISION**. Your Head Quarter will be at **TRIVANDRUM**.

This offer is subject to your being found medically fit. Your date of joining will be considered as the day you actually join field and submission of Joining Report.

During the training period of 6 (Six) months, you will receive the following monthly consolidated Salary and Allowances:

Basic : Rs. 15450/- p.m.
H.R.A : Rs. 9270/- p.m.

Plus P. F., Bonus and Medical benefits as per company rules.

In addition to the above, please find enclosed our Daily Allowance Rules vide our Circular no. SPIL/HRD/MUM/CIR/STF/DA/2021 dated **December 31, 2021** applicable to you.

We take this opportunity to welcome you to the family of SUN PHARMA and look forward to build your career with us.

Yours Sincerely,
For SUN PHARMACEUTICAL INDUSTRIES LIMITED.

AUTHORISED SIGNATORY

Received and agree to join duty on or before _____



VISHNU AP



SHAHEER KHAN S



Plot No C-469, TTC, MIDC PAWANE,
NAVI MUMBAI -400703 PH-022-27615028

ESSENTIAL SERVICES : PHARMACEUTICAL



Manu ML

Authorized Signatory

Name	: Manu M L
DOB	: 22-01-1999
Gender	: M
Blood Group	: A+
Employee Code	: 514
Date of Joining	: 04-05-2022
Designation	: Sales Executive
City	: Trivandrum
Aadhar card No	: 555427767808
Emergency Contact No.	: 7356879252
Date of issue	: 12-05-2022

MANU ML



Offer Letter

Date : Monday, October 18, 2021

Dear **Jyothy M S**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Trainee- Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience (51000011)** department subject to your acceptance of the terms of employment mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Friday, October 22, 2021**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to Friday, October 22, 2021, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process*. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Trainee- Student Experience
Department	Student Experience (51000011)
Employment Type	Trainee
Work Location	IBC Knowledge Park, Bangalore

Fixed Compensation: ₹ 400000

Variable Compensation: ₹ 75000

Total Annual Cost to Company: ₹ 475000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Friday, October 22, 2021, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of this letter by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head - Human Resources
Think & Learn Pvt. Ltd

22/09/2023

Dear Nikhil Narayanan,

Nikhil Narayanan

Hyderabad

EMPLOYMENT OFFER

With reference to your application for employment and interview and further discussions, we are pleased to offer you employment as **Associate Cybersecurity Analyst** in **PrimEra Medical Technologies Private Limited**.

1. Date and place of Joining:

You are expected to join on **25/09/2023** You are required to complete the Joining Formalities and the documents required are mentioned in Annexure – A along with other Terms.

Your place of posting will be at Hyderabad - CV Heights.

2. Conditions for the Employment offer:

Further to inform that, The company will conduct Back ground verification including but not limited to Education, previous employment and criminal records etc.,. In the event of statements and documents furnished at any stage of the recruitment or during employment founds false, misleads, omission or suppression of facts or if the company receive or notice adverse report against you that may detrimental to interest of the company, then the company shall have a right to terminate your employment at any point of time without giving a notice, nor any payment for any work done or in lieu of as stipulated any document, notwithstanding any other terms and conditions envisaged in any document. The company reserve the rights to initiate the action against you in the court of law as they deem fit for criminal breach of trust.

3. Offer Validity:

This offer of employment is valid for 24 working hours from the date of intimation to the candidate by any digitalized communication.

This letter of offer is based on the information furnished in your application and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

4. Authorized Representative:

The authorized representative on behalf of the company to issue the letter of employment offer to be signed and stamp by the designated persons

5.1 Human Resource Department

Kindly, refer to enclosed **Annexure A** for the terms and conditions of the offer.

We wish you a long and successful career at PrimEra.



Authorized Signatory

Sridevi Menon

Senior Manager - HR

Date: 22/09/2023

I declare and acknowledge that have read the letter of employment offer and understood the content and obligation. I have signed this offer without any coercion and free of mind to accept the same.

Signature of Candidate:



Date: 23/09/2023

Place: Hyderabad.

Note: (Attach a valid document to verify the signature)

Appointment Letter

Date : 04-08-2021

To,

Deepu Das M

4/545, Aiswarya, Mukkunada Naruvamoodu P O

Nemom, Thiruvananthapuram

Kerala, Pin-695528

Dear Deepu Das M,

Sub : Appointment Letter

This letter conveys the detailed terms and conditions of your employment. If you are agreeable to our terms and conditions, please signify your assent by signing the duplicate of this letter and returning the same to us.

1. Position & Date of Joining :

Based on your representations during the interviews and subject to background verification, we are pleased to confirm your appointment as Customer Service Associate, with Allianz Services Private Limited, with effect from 04-08-2021.

2. Duties :

You will be required to serve in the assigned position or in such other positions as may be assigned to you from time to time. You shall diligently, faithfully and to the best of your abilities perform the duties and services related to the position assigned to you as well as such additional or different duties and services commensurate with your position as you may be directed to perform by the Company from time to time, to the satisfaction of the Company.

3. Location, Travel & Transfer :

(a) You will initially be based at our offices at 6th Floor Ganga, Phase III, Karyavattom P.O, Trivandrum, Kerala, India - 695581.

(b) The Company provides services to other Allianz Group companies worldwide. Therefore, during your employment, you shall, whenever required by the Company, undertake travel in India and / or overseas, to perform your duties as the Company may require from time to time. The Company will make reasonable efforts to provide you with an advance notice of any such need for travel and take into account your personal circumstances as may be feasible given business exigencies. The Company shall pay and/or reimburse you for any such travel and other expenses undertaken as per the policy of the Company in this regard.

(c) The Company may, in its sole discretion, transfer you from time to time to any other location or branch of the Company or any of its holding company, subsidiaries, associates or affiliate companies or depute you to work onsite at a customer's premises, either in India or abroad, without any extra remuneration. In the event of a transfer or such deputation, your existing terms and conditions of employment will continue to apply unless otherwise modified in writing. In addition, you will be required to abide by the policies and procedures applicable at the work location/s.



accubits

To

Gokul Krishna G K,

Emp No: AB-337,

Accubits Technologies.

Subject: Employment Confirmation.

Dear Gokul,

We are extremely delighted to let you know that you've successfully completed your probation period between 2nd August 2021 and 26th November 2021. In this regard, we would like to confirm your on-going employment with us. This is in effect from 26th November 2021.

Thank you for your contribution to Accubits Technologies Pvt Ltd.

We hope that you would continue to work with the same passion and energy.

Yours sincerely,

For Accubits Technologies Pvt Ltd,

A handwritten signature in black ink, appearing to read 'Roystone Fernandez'.

Roystone Fernandez

CHRO

Accubits Technologies Private Limited
5th Floor, Yamuna,
Phase 3, Technopark
Trivandrum, Kerala, India
Pin code: 695583



Weavings Manpower Solutions Pvt. Ltd.

a 'PLANET' Group Venture

Corporate Office Address: 401, Indus House, B-53, near Mangin's Factory, Opp. DSI Mall, Old Linn Road, Andheri (West) - 400053, Maharashtra, INDIA
T: +91-22-4905 4300, Fax: +91-22-4905 4346, E: contact@weavings.in, W: www.weavings.in
CIN: U93090MH2010PTC210028

Name: MANOJ S S

Dear-MANOJ S S

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Warehouse Associate on a Fixed Term Employment** for a term as per the business requirement in city **BANGALORE** with **WEAVINGS MANPOWER SOLUTIONS PVT LTD.**

Please treat this as a letter of intent ("LOI") valid for a period of 90 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless a duly executed Offer Letter is issued to you before the expiry of the aforesaid 90-day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of the Company. Upon issue of the Offer Letter, this LOI stand automatically terminated and the terms hereof shall stand superseded by the terms of the Offer Letter. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

Upon signing the Offer Letter, you would be eligible to compensation as set out in the Offer Letter, as per prevailing levels of pay at the time of issue of the Offer Letter. In addition, you will be eligible for benefits as per Company policies

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you, as would be set out in the Offer Letter issued to you, whether within the ninety (90) day period referred to herein or thereafter.

You are also notified that any employment opportunity at the Company is subject to you successfully clearing a background verification that would be conducted by an appropriate background verification vendor EVAL, on behalf of the Company. In this regard, you hereby explicitly agree and consent to such background verification being conducted, including providing information and documents to the BGV Vendor that may be required in furtherance thereof, where such background verification may include (i) a criminal check of your current country of residence, and all other countries you have lived in during the preceding seven (7) year period; (ii) police verification from the relevant police station; and (iii) check on terrorist and sanctions lists. As part of the BGV you shall be required to provide biometric data for the purposes of conducting biometric authentication.

Furthermore, subsequent to biometric authentication, if it is found that you have been previously engaged by the Company or its business clients/partners and that during the course of your prior engagement you had a poor record, including but not limited disorderly conduct or mis-behavior or malfeasance, this LOI shall stand revoked.

You are required to submit the following documents for BGV initiation:



UST/33028453/1608069
04/02/2022

Rahul R L
Trivandrum

Sub: Letter of Offer

Dear ,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Associate III - Cloud Infrastructure Services", A3.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.550,000.00/- (Rupees Five Lakh Fifty Thousand) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.44,000.00/- (Rupees Forty Four Thousand) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 09/02/2022. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or



30.03.2022

Sri. Prathapachandran J S (Emp. No. 308085)
Sales Assistant (on contract)
Book Stall
Mathrubhumi
Trivandrum

Dear Sri. Prathapachandran,

Vide Order dated 13.04.2019, you were engaged as Sales Assistant in Mathrubhumi for a period of one year from 16.04.2019. The said period had expired on 15.04.2020 and thereafter, you were directed by the Management to continue in the same position for a further period from 16.04.2020 to 31.03.2022 on the existing terms and conditions stipulated in the Order dated 13.04.2019.


We are pleased to extend your term contract appointment for a period of 3 [three] years from 01.04.2022 i.e., upto and including 31.03.2025 on the existing terms and conditions mentioned in the Order dated 13.04.2019. Accordingly, para 10 of the said Order is replaced/amended as under:

“This contract engagement will stand terminated automatically with effect from 01.04.2025 and separate notice from the side of the company is not necessary for the same.”

Based on performance evaluation, we have pleasure to revise your monthly cost to the company with effect from 01.04.2022 as shown in Annexure - I herein. You are re-designated as **Clerk** and shifted to Advertisement Department with immediate effect. Your revised salary is expected to be kept confidential and not to be shared with your colleagues. You will not be eligible for any other allowance other than what is mentioned in Annexure - I.

Rest of the terms and conditions mentioned in the Order dated 13.04.2019 shall remain same.

You are to sign and return the duplicate copy of this order in token of your acceptance.


MANAGING DIRECTOR

Cc:

1. Managing Editor
2. Director - Digital Business
3. Chief General Manager - Finance & Company Secretary
4. Senior General Manager - HRD
5. General Manager - Media Solutions (Print)
6. Vice President - Operations
7. Unit Manager, Trivandrum
8. EDP/ Time/ PF Section
9. M.D.'s File

Offer Letter for Bharath.



B Inbox



Avodha 11:01 AM



to me ▾

Greetings

Bharath. B

Congratulations on being accepted into the post of Academic Consultant here at Avodha. We are excited to have you on board. You will be working with us in the Trivandrum Floor Branch of the Company, you could be relocated based on business requirements and the same will be informed to you via mail, your immediate Head Office is Located at 2nd Floor, Geo Infopark, Infopark Campus, Kakkanad, Kerala, Pin Code - 682030.

All official communication between yourself and the company will be via your registered e-mail Address which is bijubharath352@gmail.com and any



Ref: EGHR/HR/offer/22/19

To,
Jafer N
Keezhevilaveedu, Enthivilla,
cheeranikara PO
Vembayam, 695615

OFFER LETTER

Dear Jafer,

With reference to your resume submitted to us and the discussion you had with Electro Green Motors Pvt.Ltd., we are pleased to confirm your offer of employment to you for a **regular full-time** position with Electro Green Motors as **Sales & Marketing Executive**.

The details of our offer, including the terms and conditions of your employment, are attached as Schedule "A."

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both Electro Green Motors and yourself with respect to your employment conditions. It details the terms and conditions of your employment with Electro Green Motors, and will form our agreed upon employment contract with you once signed.

You are advised to report for duty along with following documents in original and complete set of photocopies for our verification and records on Tuesday 22nd March 2022 at 9.30am at our Trivandrum Branch (Electro Green Motors Pvt. Ltd, (T.C 29/3986(1), (2) ,M M Towers, Thycaud Village, Panavila Junction, Thiruvananthapuram 695014 (Saudia Building) with the following documents:

1. Certificates in support of your educational qualifications.
2. Certificates in support of your work experience.
3. Salary certificate / pay slip of last drawn salary if any.
4. Photocopy of Aadhar Card and Electoral ID card / Passport.
5. 2 copies of your recent passport size photograph.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule(s), initialing each page in the right-hand corner, and returning it to us upon your earliest convenience, but prior to your first day of employment.

Mr. Jafer, we look forward to welcoming you to the Electro Green team and wish you a successful and rewarding career with us.

Sincerely,

Sruthy S

Manager- HR & Admin

First Floor 32/2368 B3

P.J Antony Road, Palarivattom, Kochi, Kerala 682025

9495964554



AXIS BANK



Sreerag M R

Employee No: 406794

Blood Group : A+

A handwritten signature in black ink, appearing to read 'Sreerag M R', written over a horizontal line.

Issuing Authority

Date: 19-01-2022

Employee Code :H44543
Name :SREEKANDAN G M
Location :TRIVANDRUM

LETTER OF APPOINTMENT

Dear SREEKANDAN G M

We are pleased to appoint you an employment in our organization Adecco India Pvt. Ltd., as **HELPER** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **10-01-2022** to **09-01-2024**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
2. You shall report to work on **10-01-2022** at 9.00 a.m. at **Terumo Penpol Private Limited, TRIVANDRUM**.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This contract shall be terminable by either party giving **30** day's notice in writing or salary in lieu of notice, to the other party.
5. You will, with effect from **10-01-2022** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.
6. You will be governed by the policies of the client's organization with respect to leaves and holidays.
7. These terms and conditions would be deemed accepted /acknowledged in case we do not receive your response within 15 days from the date of issue of this letter.

In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amount due, if any, shall be credited to your savings bank account.

Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Adecco India Pvt. Ltd.



Arun Soman
Sr. Manager - SSC



Simi Chacko
Asst. Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Standard Terms of Employment

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

TO WHOMSOEVER IT MAY CONCERN

We hereby certify that Mr. Akash S, S/o Sreekumar P, Makam, Puravoor, Chirayinkeezhu P.O, Trivandrum has been worked with us as CCTV Technician in the firm since 04th October 2021 to 30th October 2022.

This certificate is being issued upon his request to be used for any lawful purpose it may serve him, without any obligation towards the company.

He is sincere, reliable and hardworking. His conduct and characters are very good.

We wish him all success in his endeavour future.

For Compunet Systems


Roopesh Alora



UAE - INDIA

Contract Letter

10/Oct/2021

To,

Mr. Rajesh M
A-101, Choksey Apartment,
1st Floor, Shivaji Nagar,
Near Vakola Bridge,
Santacruz East, Mumbai - 400055

The terms and conditions of your contract discussed and agreed upon with M / S **VAK Reports** are set out herein below:

1. Appointment

1.1. With reference to your terms of contract and subsequent interviews with us, we are pleased to offer you the position of **Deputy Manager** with M/s VAK Reports.

1.2. This contract is effective from 28 September 2021 and will continue for a year from date of contract and will be renewed after a year unless terminated in accordance with the terms and conditions as set out herein.

1.3. You will initially be working in Kerala, reporting to Partners or such other person as the firm may determine from time to time. You agree to carry out such other jobs connected with or incidental to and which are necessary for business of firm or any other work assigned to you, which you are capable of doing or work at any other post which has been temporarily assigned to you. Your area of work under your span of control can be revised or enhanced or varied as and when deemed necessary by firm.

1.4. Firm reserves the right to change your place of work to any other location(s) either temporarily or permanently as the business may require. Firm may require you to work at any other location or with its group or offices at any locations, overseas or in India, as the firm may from time to time determine.

1.5. Tenure of Contract shall be for 12 months from the date of this contract.

1.6. Your date of birth for the purpose of firm's record shall be such as is ascertainable from any government document in the nature of including but not limited to a Pan Card; Aadhar Card; Birth Certificate; School Leaving Certificate; Passport as submitted by you.

1.7. You acknowledge that you have clearly understood that you are leaving at your own wish, risk and responsibility whatever position you may already hold. And that by entering into this Contract or performing any obligations under it you will not be in breach of any

Date: 12-Jan-22
Offer ID - QS2444154
Kerala

Swagatam!!

Dear **Abhijith S L**

Congratulations!!!

Welcome to **Quess Family** and wish you a successful and rewarding career with us. I am confident that Quess will set necessary platform for your career progression.

The **Quess Group** is India's largest diversified business services Group established in the year 2007 in Bangalore, with specialized service offerings in Staffing Solutions, Executive Search, Recruitment Solutions, Training and project based RPO hiring. Headquartered in Bangalore, we provide world class HR services serving over 500 organizations. At Quess we realize that Recruiting and Retaining the right talent is critical to the stability and success and that is what we do the best.

Your Welcome kit contains Offer Letter, Temporary Identity Card, Temporary ESI Card & Insurance documents as applicable.

For any clarification regarding your employment you can contact Quess by

Calling Toll Free - 1800-572-3333 Mon - Fri (09:30 - 18:00 hrs)
Mailing to sagar.shingan@quesscorp.com Or Visiting nearest Quess Office

I suggest you to visit Quess's website: <http://www.quesscorp.com> to get more details on Quess and the Group companies.


With warm regards,
For **Quess Corp Limited**.



Guruprasad Srinivasan
Business Head | Staffing Solutions

Quess Confidential

MAHATMA GANDHI COLLEGE
STUDENT PROGRESSION/PLACEMENT FOR BSC PHYSICS 2019-22 BATCH



BOND
Ocean Sports

Bond Water Sports Pvt. Ltd
Suseela Tower VHP XIX/553-A, Beach Rd,
Kovalam, Trivandrum, Kerala PIN-695527

Name: Akshay V Nair


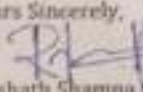
Subject: Offer of Employment

We are pleased to offer you permanent employment opportunity to join our company as follows:

1	Designation/ Job Title :	Divemaster & DCT
2	Role and Responsibilities	Details of the roles and responsibilities are mentioned in the JD (JD is attached with Offer Letter)
3	Date of Employment	15-12-2022
4	Probation Period	1 month
5	Hours of Work	9 hours (Including lunch break)
6	Salary	INR 17,000
7	Accommodation	Accommodation will be provided as per the company policy
8	Bond Period	6 months
9	Other Conditions	<ul style="list-style-type: none">The employment is also governed by Management and Staff rules in existence from time to time. If the employee did not complete 6 months bond period from the date of commencement without any prior notice, your 1 month salary will be deducted.
10	Notice period	1 month

Please indicate your acceptance of the employment by signing and returning this letter to us. We look forward to a mutually beneficial association and wish you all the best.

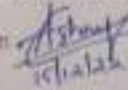
Yours Sincerely,




Ayishath Shamna M
Center Head

I have read the foregoing letter and accepted the employment as set out in this letter.

Name: Akshay V Nair
Date: 15/12/22

Signature: 



23019118003 Akshay V



WEBSITE: www.keralapsc.gov.in



E-MAIL: denm@psc.kerala.gov.in
Telephone No. 0471-2440100

**KERALA PUBLIC SERVICE COMMISSION
DISTRICT OFFICE, THIRUVANANTHAPURAM**

Nor DTD(3)475841/21

Thiruvananthapuram,
Dated: 09.01.2023.

From

The District Officer,
K.P.S.C. District Office,
Panam, Thiruvananthapuram.

To

ASWIN DEV J
DEVARAGAM SASTHAMKUZHY PANACODE P O
PANACODE
PANACODE
THIRUVANANTHAPURAM - 695542.

Sir/Madam,

Sub: *Advice for appointment as on Gate Keeper Gr II ₹23000-50200/- in the Government Ayurveda College department in Thiruvananthapuram District.*

You are informed that you have been advised for recruitment as **Gate Keeper Gr II** on **₹23000-50200/-** in the **Government Ayurveda College** Department in **OC** turn. The selection is subject to Rules 3(C) and 10 (b) of the Kerala State and Subordinate Service Rules, 1958.

Further instructions will be issued to you in due course by the above Department.

Yours faithfully,

For **DISTRICT OFFICER,**
K.P.S.C. DISTRICT OFFICE,
THIRUVANANTHAPURAM.

- NB:-**
1. *If posting orders are not received from the above Department/Institution within a period of three months from the date of advice letter, the fact may be intimated to this office.*
 2. *If and when thrown out of appointment on the termination of the vacancy you shall apply to this office immediately for re-registration, with the original relieving certificate in the proper form obtained from the Department, subject to the provisions contained Rule 7(b) of the General Rules.*
 3. *You are directed to produce this advice memo before the appointing authority at the time of joining duty.*

2020-2022

പ്രകാശനം: 2020-2022

1. പേര്: ...

2. വയസ്സ്: ...

ഉത്തരവ് നമ്പർ - 2020/2022

പ്രകാശനം: 2020-2022

2020-2022

2020-2022

Sl. No.	NAME AND ADDRESS	CONTACT NUMBER	MATSYABHAVAN
1	CHIBBITY AGALS BETHU THAVILAKOM	963330697	
2	POOVAR	9736824790	POOVAR

1	THIRUVANANTHAPURAM K. MALAYATHA CUPPUSARA K. MALAYATHA CUPPUSARA	8776611100 8941111100	THIRUVANANTHAPURAM
2	THIRUVANANTHAPURAM P. L. VILA P.O.	8796220000 8676010000	THIRUVANANTHAPURAM
3	THIRUVANANTHAPURAM K. MALAYATHA CUPPUSARA K. MALAYATHA CUPPUSARA	8441111000 8776611100	THIRUVANANTHAPURAM
4	THIRUVANANTHAPURAM K. MALAYATHA CUPPUSARA K. MALAYATHA CUPPUSARA	8441111000 8776611100	THIRUVANANTHAPURAM
5	THIRUVANANTHAPURAM K. MALAYATHA CUPPUSARA K. MALAYATHA CUPPUSARA	8441111000 8776611100	THIRUVANANTHAPURAM
6	THIRUVANANTHAPURAM K. MALAYATHA CUPPUSARA K. MALAYATHA CUPPUSARA	8441111000 8776611100	THIRUVANANTHAPURAM
7	THIRUVANANTHAPURAM K. MALAYATHA CUPPUSARA K. MALAYATHA CUPPUSARA	8441111000 8776611100	THIRUVANANTHAPURAM
8	THIRUVANANTHAPURAM K. MALAYATHA CUPPUSARA K. MALAYATHA CUPPUSARA	8441111000 8776611100	THIRUVANANTHAPURAM
9	THIRUVANANTHAPURAM K. MALAYATHA CUPPUSARA K. MALAYATHA CUPPUSARA	8441111000 8776611100	THIRUVANANTHAPURAM
10	THIRUVANANTHAPURAM K. MALAYATHA CUPPUSARA K. MALAYATHA CUPPUSARA	8441111000 8776611100	THIRUVANANTHAPURAM
11	THIRUVANANTHAPURAM K. MALAYATHA CUPPUSARA K. MALAYATHA CUPPUSARA	8441111000 8776611100	THIRUVANANTHAPURAM
12	THIRUVANANTHAPURAM K. MALAYATHA CUPPUSARA K. MALAYATHA CUPPUSARA	8441111000 8776611100	THIRUVANANTHAPURAM

Handwritten signature

മുഖ്യമന്ത്രിയുടെ കാര്യാലയം
തിരുവനന്തപുരം



മുഖ്യമന്ത്രിയുടെ കാര്യാലയം
തിരുവനന്തപുരം
മുഖ്യമന്ത്രിയുടെ കാര്യാലയം
തിരുവനന്തപുരം
മുഖ്യമന്ത്രിയുടെ കാര്യാലയം
തിരുവനന്തപുരം



MAHATMA GANDHI COLLEGE

THIRUVANANTHAPURAM - 695 004

(Accredited with 'B+' Grade by NAAC)

Ph: 0471 2541039, 2446511. www.mgcollege.com

I
D
C
A
R
D



ARYA S.

Guest Lecturer - Zoology

Anupama N
PRINCIPAL



Space
for
Photo

Government of India
Ministry of Labour & Employment (DGE)
National Career Service Centre for Differently Abled
Nalanchira, Thiruvananthapuram - 695 015
Phone: 0471 2530371, 2531175, e-Mail ID: vrcvnm@nic.in
Registration/Intake Card

Date of Renewal: 12/2022

1. Name of Applicant : Mekha Sharma
2. Regn.No./Re-Regn.No : 29/W/MR/19
3. Date of Registration : 03/12/2019
4. NCO/Alternative NCO No : X001.10
5. Date of Birth : 13/03/2001

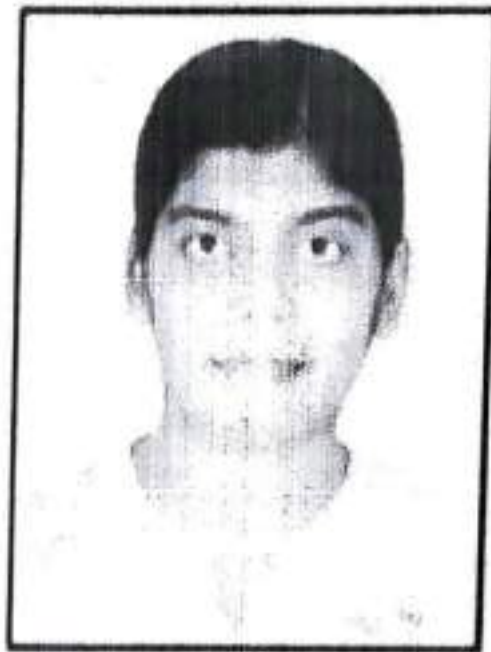
Mekha
Signature / LHT

Impression of Applicant

[Signature] 3/12/19
Deputy Director (Rehab)
(Seal)



കേരള സർക്കാർ
SOCIAL JUSTICE DEPARTMENT
GOVERNMENT OF KERALA



PEN:904956

REMYA R

PROBATION OFFICER GR-II

Director of Social Justice



भारतीय विज्ञान शिक्षा एवं अनुसंधान संस्थान तिरुवनन्तपुरम
INDIAN INSTITUTE OF SCIENCE EDUCATION AND RESEARCH THIRUVANANTHAPURAM
(An Autonomous Institution under Ministry of Education, Government of India)
Maruthamala P.O., Vithura, Thiruvananthapuram-695 551, Kerala, India
TEL: 0471-2778044 (Registrar) / 2778031/81 (Admin) / 2778016/17 (Academic)
2778011/12 (Finance) / 2778035/36 (Project) / 2778018/19 (Purchase) www.iisertrm.ac.in

IISER(TV)Admin/008-A/2022

07 July 2022

To :-

Ms. Parvathy J.s
Parvathy Bhavan,
Nettarakonam, Anad P.O.
Anad, Nedumangađu,
Thiruvananthapuram

Sub: Offer of appointment as Manager - UBA Regional Coordinating Cell - Reg

Dear Ms. Parvathy J.S.

Based on your performance in the walk-in-selection conducted on 30 June 2022 for the post of Manager- Unnat Bharat Abhiyan (UBA) - Regional Coordinating Cell at IISER TVM, the competent authority has been pleased to offer you the position of Manager - Unnat Bharat Abhiyan (UBA) - Regional Coordinating Cell - IISER TVM as per the terms and conditions given below:-

1. The appointment is based on assessment of your performance and the requirement of UBA- Regional Coordinating Cell,
2. You are responsible for carrying out the following duties under the guidance of Nodal Officer and Officer-in-Charge of UBA - Regional Coordinating Cell - IISER TVM:-
 - (a) All official works related to implementation of various programmes connected with UBA.
 - (b) Maintaining of accounts related to the implementation of UBA activities.
 - (c) Coordination of Participating Institute (PIs) under the RCI

- (d) Coordination of field work in the villages adopted under UBA
- (e) Communicating with the Government Agencies/ Universities / corporate promoters about UBA activities.
- (f) Publicizing about UBA activities with other higher educational institutions
- (g) Conducting awareness programmes for villagers adopted under UBA
- (h) Ensure submission of periodical reports by PIs and RCI (i) Any other duties as assigned by the Institute/UBA from time to time.
3. You will be paid a consolidated remuneration of Rs.30, 000/- (Rupees Thirty thousand only) per month. TDS on actual basis will be deducted from your remuneration.
4. In case of acceptance of this offer as per the above terms and conditions, you are requested to intimate immediately on receipt of this offer through e-mail at ubarci@iiserivm.ac.in and join duty on or before 15 July 2022.
5. At the time of joining you have to produce following documents in originals with a set of self-attested copies and two copies of recent passport size photograph: -
- SSLC or other certificate for proof of age.
 - Certificates regarding educational qualifications and experience as claimed.
 - Relieving order from the present employer, if applicable.

Yours sincerely,

(Prof. MP Rajan)

Nodal Officer, UBA RCI IISER TVM



icmr NIRRCH

INDIAN COUNCIL OF
MEDICAL RESEARCH

NATIONAL INSTITUTE FOR RESEARCH
IN REPRODUCTIVE AND CHILD HEALTH

आई. सी. एम. आर. - राष्ट्रीय प्रजनन एवं बाल स्वास्थ्य अनुसंधान संस्थान,
स्वास्थ्य अनुसंधान विभाग, स्वास्थ्य एवं परिवार कल्याण मंत्रालय, भारत सरकार
ICMR - National Institute for Research in Reproductive and Child Health
Department of Health Research, Ministry of Health and Family Welfare
Government of India



पहचान पत्र सं. | CARD No. : 62124821

नाम Name : Bhavya M K

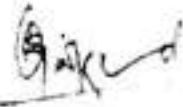
पदनाम Designation : Scientist 'B'

जारी करने की तारीख : 14-Mar-2022

Date of Issue

वैधता Valid Upto : 30-Nov-2055

रक्त वर्ग Blood Group : O+


जारीकर्ता प्राधिकारी
Issuing Authority

← 34 Bhavya M K.pdf



icmr
INDIAN COUNCIL OF
MEDICAL RESEARCH
Serving the nation since 1911

भारतीय आयुर्विज्ञान अनुसंधान
स्वास्थ्य अनुसंधान विभाग, स्वास्थ्य एवं
कल्याण मंत्रालय, भारत

Indian Council of Medical Re
Department of Health Research, Ministry of
and Family Welfare, Government of

No.ICMR/HRSC/Sc-B(NM)/2020-Pers.

Dated: 2nd March, 2022

PROVISIONAL OFFER OF APPOINTMENT

I am directed to inform that, based on the Computer Based Test held on 1st Nov. 2020 and the recommendations of the Selection Committee held virtually during 10th to 15th January, 2022 and 17th to 20th January, 2022, as per the ICMR Advertisement No.ICMR/SC-B/2020, the Director General, Indian Council of Medical Research, is pleased to issue a provisional appointment letter to **Mr/Ms. Bhavya M K.** for the post of **Scientist-B (Non-Medical) (SC)**, on Direct Recruitment basis, in **Level-10 (Rs.56,100-Rs.1,77,500)** of 7th CPC, plus other usual allowances, as admissible under the ICMR rules, with effect from the date he/she assumes the charge of the post, initially at **ICMR-National Institute for Research in Reproductive & Child Health, Mumbai.**

**SREENARAYANAGURU OPEN UNIVERSITY
KOLLAM**

ABSTRACT

Sreenarayanaguru Open University- Engaging Assistant Professors on contract basis -
sanctioned - Orders issued.

Administration A3 Section
U.O. No. 792A/Ad.A3/1/74/2022/SOU Kollam, Date: 29/08/2022

- Read :
1. G.O (MS) No. 516/2021/H.Edn dated 11/11/2021.
 2. U.O No 369/Ad.A2/1/2022/ SOU dated 25/03/2022.
 3. Appointment letters.

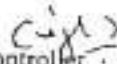
ORDER

The Government have sanctioned posts of Assistant Professors (on contract) in Sreenarayanaguru Open University, Kollam vide paper read as (1) above. Consequently, selection list for the appointment of Assistant Professors was prepared after conducting interview of eligible applicants vide paper read as (2) above. The selected Assistant Professors were directed to report for duty after executing an agreement with the University vide paper read as (3) above. Accordingly the following Assistant Professors have reported for duty on contract basis for a period of 11 months w.e.f the date noted against their names as per the terms of the agreement signed by both the parties.

Sl.No.	Name of Staff	Name of Subject	Date of Joining
1	Mr. Abdul Razak Kunnathodi	Sociology	10/08/2022
2	Mrs. Jan Elizabeth Joseph	Sociology	16/08/2022

Sanction has therefore been accorded by the Hon'ble Vice Chancellor for the engagement of the above Assistant Professors with a monthly remuneration of Rs. 37000/- (Rupees thirty seven thousand only) each as per the terms and conditions specified in the Articles of Agreement executed by them without having any claim for regular appointment on account of this agreement.

Orders are issued accordingly.


Cyber Controller
In - charge of Registrar

Copy to :

- All Members
- PS to VC / PVC
- PA to Registrar / CE /CC/FO
- PRO
- Audit Section
- CIQA / Front Office
- File copy/ Stock file

Ref.No. Ad.A3/1/74/Faculty-Sal/SOU/2022

SREENARAYANAGURU OPEN UNIVERSITY
www.sreenarayanaguruopen.ac.in


No. A14T Ad A3/B0/2022/SOU

Date: 17th of July 2022**Offer Letter**

Dear Mrs. Jan Elizabeth Joseph,

Sub: Selection - Assistant Professor on contract -
Sreenarayanaguru Open University - intimation reg.

Ref: U.O.No. 366/Ad A2/1/2022/SOU dated 25/03/2022

With reference to your application, the Honourable Vice-Chancellor is pleased to appoint you against the post of Assistant Professor in Sociology based on the decision of the Syndicate. You are suggested to report for working duty at the University Headquarters at Kattappuram, Kollam on or before 18th of July, 2022.

The University requires an official confirmation from you within 7 days of the receipt of this letter, failing which it will be presumed that you don't have interest to proceed further with the offer and the post will be offered to the next in the selection list as per the rules.

You need to bring a stamp paper of Rs.200/- purchased to your favour on or before 18th of July, 2022 to execute an agreement with the University.

Cyber Controller
In Charge of Registrar

To

Mrs. Jan Elizabeth Joseph
Vidya Vedic
Munthupuram PO
Thiruvananthapuram, Kerala
695 012, India



കേരള സർക്കാർ



**DISTRICT WOMEN AND CHILD
DEVELOPMENT OFFICE**
Poojappura, Thiruvananthapuram



ASWATHY T

GENDER SPECIALIST

(MISSION SHAKTHI - HUB WCD)

District Women and Child Development Officer,
Thiruvananthapuram

Address : Manju Bhavan,
Vazhali, Mundela P.O
Nedumangadu
Pin-695543

Phone : 8086301410

Date of Birth : 26/05/1988

Blood Group : A+ve

Aadhaar No. : 5372 9518 3674

Valid up to 31/03/24



Employee's Signature

1. The holder of this card is responsible for its safe keeping.
2. The holder while on duty must produce this card on demand by security staff or any other officer authorised by Government.
3. Loss or theft of this card must be immediately reported to the security / Authorised Signatory.
4. A charge will be levied for issue of a new card.
5. This Charge is non-transferable and must be surrendered immediately upon cessation of tenure.

कैन्टीन स्मार्ट कार्ड

Serving

भारतीय यलसेना

GROCERY CARD



GA06022256613900S00

SEPOY
AVINASH PL

07/07/1999

Personalised On: 04/03/2022



Avinash
Holder's Signature

പോലീസ്



വകുപ്പ്

കേരളം

PROCEEDINGS OF THE COMMANDANT

ഇന്റലിജൻ്റ് അഡ്വൈസിംഗ്, തിരുവനന്തപുരം

നമ്പർ : തിരുവനന്തപുരം

വിഷയം : എസ്.എ.പി. റെഗുലേഷൻ - റിക്രൂട്ട് ചെയ്യാൻ പോലീസ് കോർപ്പറേഷൻ്റെ ആയി നിയമിച്ചു 1 കോഴി 200 ഉത്തരവ്.

- സൂചന : 1. 27.01.2021 തീയതിയിലെ സർക്കാർ ഉത്തരവ് നമ്പർ GO(P) No.5/2021/Home
 2. കേരള പബ്ലിക് സർവീസ് കമ്മീഷൻ അഡ്വൈസ് നമ്പർ RIA(3) 3504/2020/GW തീയതി 17/08/2021.
 3. ആഡ് പോലീസ് ബുഡ്ജറ്റ് ആസൂത്രണം 04.10.2021, 12.10.2021 തീയതികളിലെ കത്ത് നമ്പർ A6-4817/2019/APB.

ഉത്തരവ് നമ്പർ : A2-16631/2021/SAP തീയതി, 12-10-2021

കേരള പബ്ലിക് സർവീസ് കമ്മീഷൻ്റെ സൂചന ലഭിച്ച കത്ത് പ്രകാരം റെഗുലർ പോലീസ് കോർപ്പറേഷൻ്റെ തസ്തികയിലേക്ക് താങ്കളുടെ പേര് നിർദ്ദേശിക്കപ്പെട്ടിരുന്നതിനെ തുടർന്ന് നമ്മുടെ റെഗുലർ പോലീസ് കോർപ്പറേഷൻ്റെ പോലീസ് റെസിഡൻ്റ് കോളനിയിൽ താങ്കൾ പോലീസ് നിയമനത്തിന് തയ്യാറാണെന്ന് മോശ്യമാർഗ്ഗത്തിൽ താങ്കളുടെ ₹31100-66800/- രൂപ ശമ്പള ബുഡ്ജറ്റിൽ റിക്രൂട്ട് ചെയ്യാൻ പോലീസ് കോർപ്പറേഷൻ്റെ ആയി റെഗുലർ പോലീസ് കോർപ്പറേഷൻ്റെ ഉതിനാൽ ഉത്തരവാകുന്നു. അതിനാൽ താങ്കൾ അഭിപ്രായം പരിശോധനയിൽ 20.10.2021 (ബുധനാഴ്ച) രാവിലെ 07.30 മണിക്ക് താഴെ പറയുന്ന അഡ്വൈസ് മോശ്യമാർഗ്ഗത്തിൽ ചേർന്നു. എസ്.എ.പി. ബുഡ്ജറ്റ് നിയമിച്ച് ഹാജരാകേണ്ടതാണ്. ഉദ്യോഗാർത്ഥികൾ പരിശോധനയിൽ ഹാജരാകേണ്ടത് 72 മണിക്കൂറുകൾ RT PCR ക്ലബ്ബ് നിർദ്ദേശിക്കുന്ന വിധത്തിലാകട്ടെ. ഡ്യൂട്ടി റിപ്പോർട്ട് ഹാജരാക്കുകയും മേൽ അതോടൊപ്പം കോവിഡ് റെഗുലേഷൻ സർട്ടിഫിക്കറ്റ് ഉൾപ്പെടെ ഹാജരാകേണ്ടതാണ്.

1. നമ്പർ, അതി, വിവരങ്ങൾ തയ്യാറാക്കി എസ്.എ.പി. കേളിയിലേക്ക് അഡ്വൈസ് മോശ്യമാർഗ്ഗത്തിൽ പരിശോധിക്കുക.
2. ₹250/- രൂപയുടെ മോശ്യമാർഗ്ഗത്തിലുള്ള ബോധ്യം.
3. എസ്.എ.പി. കേളിയിലേക്ക് സർട്ടിഫിക്കറ്റ്.
4. പൂർണ്ണ സൂചിപ്പിക്കൽ.
5. മോശ്യമാർഗ്ഗത്തിൽ എസ്.എ.പി. പരിശോധന പരിശോധിക്കുക.
6. ആഡ് പോലീസ്, ഡൽ കോർപ്പറേഷൻ്റെ മോശ്യമാർഗ്ഗത്തിൽ പരിശോധിക്കുക.
7. മോശ്യമാർഗ്ഗത്തിൽ (TT) ആഡ് പോലീസ്, ചിങ്ങം പോലീസ് കോർപ്പറേഷൻ്റെ മോശ്യമാർഗ്ഗത്തിൽ പരിശോധിക്കുക. മോശ്യമാർഗ്ഗത്തിൽ പരിശോധിക്കുക.

പരിശോധന കാര്യത്തിൽ 31,100/- രൂപ നിരക്കിൽ പ്രതിമാസ റെഗുലർ പോലീസ് കോർപ്പറേഷൻ്റെ മോശ്യമാർഗ്ഗത്തിൽ പരിശോധിക്കുക. അതിനാൽ താങ്കൾ പോലീസ് കോർപ്പറേഷൻ്റെ മോശ്യമാർഗ്ഗത്തിൽ പരിശോധിക്കുക. (സർക്കാർ/പോലീസ് ആസൂത്രണം നിന്നുള്ള തീരുമാനത്തിന് വിധേയമായി) പരിശോധന വിജയകരമായി പൂർത്തിയാക്കുന്ന തീയതിയുടെ അടുത്ത ദിവസം മുതൽ 3 വർഷത്തിനുള്ളിൽ 2 വർഷത്തെ ഡ്യൂട്ടി കാര്യം - മോശ്യമാർഗ്ഗത്തിൽ ആയിരിക്കും.

1958 ലെ കെ.എസ്. & എസ്.എസ്.ആർ. -ലെ മാനൽ റൂൾ 4 (സി) യിലെ റെഗുലേഷൻ്റെ അനുസരിച്ച് നിയമന തിരഞ്ഞെടുപ്പ് താൽക്കാലികമായി പി.എസ്.സി.യുടെ റെസിഡൻ്റ് കോളനിയിലേക്ക് 14.12.2010 തീയതിയിലെ ഉദ്യോഗസ്ഥ കമ്മീഷൻ്റെ പരിശോധന കമ്മീഷൻ്റെ നിർദ്ദേശം മി. ഓ. (പി.) നമ്പർ 41(1) 2010 പി. & ആർ.ഡി. നമ്പർ 1000 സർക്കാർ ഉത്തരവിൽ റെഗുലർ പോലീസ് പി.എസ്.സി. റെസിഡൻ്റ് കോളനിയിലേക്ക് മേൽ അതോടൊപ്പം നിയമന റെഗുലേഷൻ്റെ മോശ്യമാർഗ്ഗത്തിൽ പരിശോധിക്കുക. ഈ നിയമന ഉത്തരവ് പ്രകാരം എൽ.പി. കേരള / സൂചന : സർക്കാർ പബ്ലിക് സർവീസ് കമ്മീഷൻ്റെ സർക്കാർ/പോലീസ് ആസൂത്രണം നിന്നുള്ള തീരുമാനത്തിന് വിധേയമായി പരിശോധിക്കുക.

സർട്ടിഫിക്കറ്റ് നാണി ഓഫീസു മേധാവിയുടെ പദവിയിൽ
 ഉപയോഗിച്ചു ജനന തീയതി തിരുത്തി കിട്ടേണ്ട ഉദ്യോഗാർത്ഥികൾ ജോലിയിൽ പ്രവേശിച്ച് 5
 വർഷത്തിനകം 30/12/1991 ലെ സർക്കാർ ഉത്തരവ് (പി) 45/91 പി.ഒ.എ.ആർ.ഡി അനുസരിച്ച് അപേക്ഷ
 സമർപ്പിക്കേണ്ടതാണ്. ചീനീസ് ഈ കാര്യാലയത്തിൽ ലഭിക്കുന്ന അപേക്ഷകൾ പരിഗണിക്കുന്നതല്ല.

സർക്കാർ ഉത്തരവ് (പി) നമ്പർ 149/2013/ഫിൻ തീയതി 03/04/2013 പ്രകാരം 01/04/2013 നോ, അതിന്
 മേൽക്കാ ജോലിയിൽ പ്രവേശിക്കുന്നവർക്ക് പങ്കാളിത്ത പെൻഷൻ ബാധകമാകയാൽ ജോലിയിൽ
 പ്രവേശിക്കുന്ന സമയത്ത് പെൻഷന്റെ വിവരങ്ങൾ അയയ്ക്കേണ്ട നമ്പർ (പ്രാൺ) ലഭിക്കുന്നതിനുള്ള അപേക്ഷ
 നൽകിയിട്ടുള്ളവരുടെ 2 കോലി വീതം സമർപ്പിക്കേണ്ടതാണ്.

01/04/2013 ന് മുമ്പ് സ്ഥിര സർവ്വീസിൽ ജോലിയിൽ തുടർന്ന് കൊണ്ടിരിക്കെ 01/04/2013 - നോ
 അതിന് മേൽക്കാ പുതിയ നിയമനം ലഭിച്ച ഉദ്യോഗാർത്ഥികൾക്ക് കേരള സർവ്വീസ് റൂൾസ് പാർട്ട് -III
 പ്രകാരം സ്കീമിൽ തുടരുന്നതിന് ബന്ധപ്പെട്ട സർക്കാർ ഉത്തരവിലെ വ്യവസ്ഥകൾക്ക് വിധേയമായി
 ജോലിയിൽ പ്രവേശിച്ച് 3 മാസത്തിനുള്ളിൽ അപേക്ഷ നൽകേണ്ടതാണ്.

നിയമന രൂപാർത്ഥയിൽ പരാമർശിച്ചതു പ്രകാരം ഈ നിയമനം ബഹു. കേരള അഡ്മിനിസ്ട്രേറ്റീവ്
 സെക്രട്ടറിയേറ്റിൽ നിയമിതരായ OA(EKM) No. 1496/2021 നമ്പർ കേസിന്റെ അതിർ വിധിക്ക്
 വിധേയമായിരിക്കും.

പേരും വിലാസവും	പിതാവിന്റെ /രക്ഷിതാവിന്റെ പേര്	ജനന തീയതി	വിദ്യാഭ്യാസ യോഗ്യത	നിയമന നൽകിയ സ്കൂൾ	മേഖല
NANDU THAMPI ELIKOTTUKONATHU VEEDU ARASHUPARAMBU THIRUVANANTHAPURAM NEDUMANGAD 695561 (DA/LV)	SURESH THAMPI	24-03-1994	1) SSLC 2) Plus Two 3) D.Ed 4) K-TET	GWLPS PURATHUR/ TIRUR	DA - LV TUR



രമേശ് കുമാർ കെ പി
 പെൻ നം.343188
 വിദ്യാഭ്യാസ ഉപഡയറക്ടർ, മലപ്പുറം

പ്രകടനങ്ങൾ

- 1) ബന്ധപ്പെട്ട ഉപജില്ലാ വിദ്യാഭ്യാസ ഓഫീസർമാർ
- 2) ബന്ധപ്പെട്ട പ്രധാനാധ്യാപകർ
- 3) ബന്ധപ്പെട്ട ഉദ്യോഗാർത്ഥികൾ

. Harishma



ARS Traffic & Transport Technology (India) Pvt. Ltd

133-135, 1st Floor, Nida,
Technopark Campus,
Trivandrum - 695581,
Kerala
Phone: +91 9746400791, 9646400792
Email: info@arstraffic.com

February 18th, 2023

Contracted Service Agreement for work

This Contracted Agreement for work made as of February 20th, 2023 by and between **MS ARS Traffic & Transport (India) Private Limited**, a company registered under the Companies Act, 1956, India, having its registered office 131-135, 1st Floor, Nida, Technopark, Trivandrum, 695581, Kerala (hereinafter referred to as "Employer") and **Harishma Suresh, Kodangoor, Charuvilla, Myslam PO - 491560** (hereinafter called as the "Contractor")

The Employer is in the business of software development and other IT related services and has expressed its desire to avail the services of Ms Harishma Suresh on a contract basis as an **Trainer - Service Analyst** to the following terms and conditions.

Term and duration

This Agreement shall commence from the date of execution of these presents and shall remain in full force and effect from February 20, 2023 till August 31, 2023 from the date of execution unless terminated through a written agreement by either of the party and accepted by the other. This contract can be extended for a further duration based on mutual agreement.

The Employer may terminate this Agreement under normal circumstances at any time during the duration of the contract on giving the contract employee 30 (thirty) days written notice of termination, whereupon this Agreement shall terminate on the effective date specified in such notice. A notice period of 30 (thirty) days will be required from the contracted resource if he wishes to leave during the contract period.

In the exceptional event of the project for which the Contractor is contracted is canceled/closed from the client's side due to their business reasons, the contract would be terminated by the Employer giving a notice period of 5 (five) days to the Contractor.

In case of severe performance issues, the Employer reserves the right to terminate this agreement on giving a notice period of 5 (five) days. The contracted resource would be given verbal and written feedback in case of performance issues and this termination clause would be invoked only in case performance does not improve even after the receipt of this feedback.

Working days & Time

Normal office working days are five days a week from Monday to Friday. The Contractor is expected to work for a minimum of 40 hours per week remotely. The expected time slot is between 9:30 AM to 6:30 PM, Monday to Friday.

Reporting structure

The reporting manager/point of contact would be the Project Manager. The contractor should submit a daily status report to the Project Manager with details of the task completed and the hours utilized.

Subsidiary of ARS Traffic & Transport Technology BV, The Netherlands



Work location

The other party has to join the Trivandrum office of ARS T&TT as per the instruction from the employer.

Payment terms

The Other Party will be paid a monthly amount of Rs 16000/- (Sixteen thousand only) as remuneration against his services. Applicable TDS will be deducted by the Employer, any other statutory deductions will be borne by the Contractor.

The contract with the Contractor is being made based on the particulars declared by the Contractor in the Profile forwarded to the Employer, and in case any information as given herein is found false or incorrect the contract will be deemed to be void ab initio and liable for termination without notice or payment of dues in place of notice.

Confidentiality:

For and throughout this Agreement, "Confidential Information" means and includes without limitation, any information disclosed, either directly or indirectly, in writing or orally or by inspection of tangible objects (including without limitation documents, prototypes, samples, plant and equipment) during the course of the working relationship and Contractor shall take all necessary measures to protect the secrecy and confidentiality and avoid disclosure and unauthorised use of the confidential information of the Employer's customers.

The protection of confidential business information and trade secrets is vital to the interests and success of the company. During the period of this association, the Contractor will come across a variety of confidential information pertaining to this trade. He/she will not make use of any such information of a secret or confidential character and divulge them to any person or persons except in the proper course of his duties nor would he/she divulge such confidential information of a technical nature pertaining to the inner secrets of the trade to a competitor engaged in a similar business activity. All inventions and discoveries made by the Contractor or with any other persons, while in the service of the Employer, will become the sole property of the company.

- The contract partners, the Employer and Contractor, undertake to treat as a secret all private, commercial and technical details related to company and personnel not publicly known of which they became aware through the business relationship.
- Drawings, models, templates, samples, documents and similar objects shall not be provided or otherwise made accessible to unauthorized third parties, nor will the content be used or disclosed to any third person or company
- The copying of such materials is only permitted in terms of commercial necessity and the provisions of the intellectual property law.
- Any sub-contractors and employees shall be made subject to appropriate corresponding obligations.
- The contract partners may only advertise their commercial relationship subject to the prior written approval of the Contractor.
- All development and/or creation of sub-contracted work will become intellectual property of the Employer
- The contracting partner will not make any copies of the Employer's intellectual property other than for development purpose.



- The contract partner will return or delete any copies or versions of the Employer's intellectual property at the time of the termination of the contract or agreement.

The Contractor will be governed by the rules and regulations of service of the Employer that may be in force and which may be framed, amended, or extended from time to time.

For ARS T&T India Pvt Ltd.



Authorized Signatory

Harishma Suresh

Harishma Suresh

20/02/2023

Accepted & Agreed

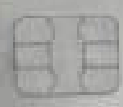


Subsidiary of ARS Traffic & Transport Technology BV, The Netherlands



कैन्टीन स्मार्ट कार्ड 3300

Serving भारतीय दलसेना GROCERY CARD



GA01111919571100B00

15250964Y
OPR
AKHIL CHANDRAN J
16/03/1997



Akhil Chandran J

ISSUED AUTHORITY: IAS of Madhya Pradesh

Card No.



**KERALA GOVERNMENT
EDUCATION (GENERAL)**



PEN : 921892

SOUMYA B T

**Primary Teacher (Hindi) (Part-Time)
EDUCATION (GENERAL)**

Valid upto : 14/12/2024

LATHA T

Secretary I.P.T., Education (General)

Date of Issue : 14/12/2024

Residential Address

**E.C. 16/12/06, Muthayarakk, Vayalunkara,
Thiruvananthapuram.**

Phone : 9846241100

Date of Birth : 28/05/1984

Home group :

PAN : CCEPDT2400N

Driving License :

Secretary (General)

1. The holder of this card is responsible for its safe keeping.
2. The holder should inform immediately the issuing authority in writing if the card is lost or stolen.
3. The card is valid only for the purpose for which it is issued.
4. The card is not to be used for any other purpose.
5. The card is not to be used for any other purpose.



Athira L Das

105492



RR Donnelley India Outsource Pvt. Ltd.
Reg. 001-19-3, 10 Main Road, R.J. Park, Chennai 600 028 (India)
Tel: +91 44 4221080 Fax No: +91 44 42241021

9th Floor, Thejaswini, Technopark
Kakkanad, Trivandrum 695 561, India
Tel: +91 471 6602881 Fax No: +91 471 6602895

July 27, 2022

Athira L. Das
ID No. 105482

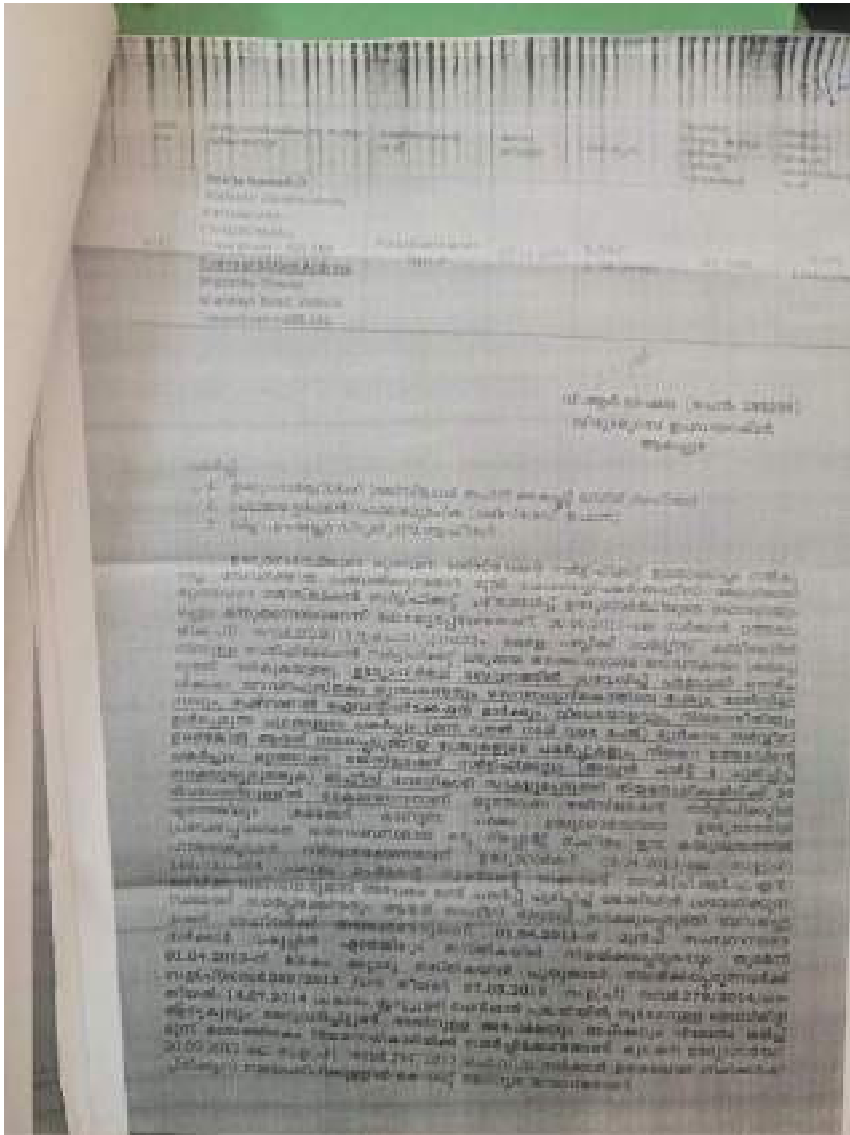
Dear Athira,

We are pleased to inform you that as part of our compensation alignment exercise, your compensation has been revised to **INR 237,360/-** per annum, subject to applicable tax deduction at source.

Your revised salary structure, effective May 1, 2022 is as provided in the Annexure. All other terms and conditions as per your appointment letter remain unchanged.

Sincerely,

Meena Sinha
Vice President and Head
Human Resources and Communications, Asia Operations







ಕರ್ನಾಟಕ ಸರ್ಕಾರ
DEPARTMENT OF POSTS, INDIA
ಕರ್ನಾಟಕ ಸರ್ಕಾರ, ಕೊಯ್ಯಮ ರಾಜ
OFFICE OF THE ASSISTANT SUPERINTENDENT POSTS, KOTTAYAM RAJ
ಕೊಯ್ಯಮ ರಾಜ

Memo No. B-02505/2023 dated at Kottayam - 08/06/2023

ORDER OF PROVISIONAL ENGAGEMENT

In response to the notification No. 17-21/2023-005 dated 27.01.2023 Secy/PS Jammu P.K. Daughter of Sri Kuttappan whose Date of Birth is 09/11/1992 and who belongs to SC category selected against SC category is hereby engaged as IAM 32/001 under SRD Kottayam on PROVISIONAL BASIS with effect from 05.06.2023 Pk in the INCA scale of (21,000 - 34,470) (P.V.1). She shall be paid such allowances as are admissible from time to time.

2. ಸಿಬ್ಬಂದಿ ಸದಸ್ಯೆ X. K. Daughter of Sri Kuttappan should clearly understand that Provt Engg as IAM 32/001 under SRD Kottayam shall be in the nature of a contract which is to be terminated by transfer or by the undersigned by notifying the order in writing and that her conduct and Engagement shall be governed by the Department of Posts, Government of India (Conduct and Engagement) Rules, 2020 as amended from time to time.
3. The Provisional Engagement is subject to satisfactory verification of the prescribed educational qualifications, competency certificate and other certificates, wherever prescribed. The candidate will have to undergo satisfactory prescribed in-house Training course and Practical Training as and when issued.
4. The engagement is provisional and subject to certificate being verified through proper channels. If the verification reveals that the claim of the candidate belonging to Scheduled Caste/Scheduled Tribe/Other Backward Class/Other being in creamy layer) is false or educational qualifications are not genuine or found false on proper verification, Provt Enggments shall be terminated forthwith without assigning any further reasons and without prejudice to other statutory/legal action as may be taken under the provisions of Indian Penal Code for production of false certificate as a tampered one.
5. The engagement of Economically Weaker Section (EWS) candidate is provisional and is subject to the Income and Asset certificate being verified through proper channels and if the verification reveals that the claim is being in EWS is false/invalid the Engagements will be terminated forthwith without assigning any further reasons and without prejudice to such

Further criminal/legal action, as may be taken under the provisions of Indian Penal Code for production of false certificate in a conspiracy.

- 6. If any information or documents submitted by the candidates is found false or incorrect at a later stage, further engagement shall be terminated in accordance with Rule 8 of CBS (Conduct & Engagement) Rules, 2021.


[Arthya Aravind]
Assistant Superintendent, PMS
Kollayam RM

A copy of this memo is issued to:

- 1. The candidate
- 2. PE of the candidate
- 3. The HRO, RMS TV Division, Thuvaremkulam (19/02)
- 4. The SRO, RMS TV Division, Kollayam (18/02)
- 5. Divisional Office
- 5. OIC/Spore

**CMS COLLEGE, KOTTAYAM (AUTONOMOUS)
KOTTAYAM, KERALA, INDIA 686001**

Form - 6
(See Sections 17 and 18 of Chapter 41)

APPOINTMENT ORDER

Notice Number

No. 1786/2022

Dated 01.06.2022

Shri Jee Babu (Community Health Bank No.1) Mahadevi Street, Arayankal P.O Kottayam - 686015 is appointed as Assistant Professor in Botany under the Educational Agency against the retirement vacancy (Substitution) Sanctioned/Therms notified on 31.05.2022 at a pay of Rs.17700-182400 in the CMS College, Kottayam w.e.f.01.06.2022 in accordance with the provisions of Mahatma Gandhi University Act 1983 and the Statutes, Ordinances and Regulations made there under and such other rules and orders issued from time to time by the Mahatma Gandhi University or by such other authority who may be empowered to issue such rules, orders, etc under the said Statute. (The above appointment is in accordance with the permission given by the Government in G.O.No.20/990/2022/14, Dtd. 20.12.2021 & as per U.O. registration 2014)

Head of the Governing Body
or Management Council

Signature of the Manager



[Signature]