



HRD/3T/15-16/65022273  
 Ms. Anna Padinjarethala Varghese  
 Candidate ID: 65022273  
 Padinjarethala House  
 P O Cherpu  
 Thrissur - 680 561  
 Ph: (91) 98471 02917

October 07, 2015

Dear Anna,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
 SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHAR  
 Date: 2015.10.07 11:01:55 +05:30  
 Reason: Offer Letter  
 Location: Bangalore

True Copy Attested

**INFOSYS LIMITED**  
 CIN:L85110KA1981PLC013115

44, Infosys Avenue  
 Electronics City, Hosur Road  
 Bangalore 560 100, India  
 T 91 80 2852 0261  
 F 91 80 2852 0362

askus@infosys.com  
 www.infosys.com

Dr. SUNNY JOSEPH KALAYATHANKAL  
 M.Tech, MCA, M.Sc, M.Phil, B.Ed  
 Ph.D (Computer Science), Ph.D (Maths)  
 PRINCIPAL  
 Jyothi Engineering College  
 Cheruthuruthy P.O. - 679 531





HRD/3T/15-16/65022311

Mr. Cijo Jose

Candidate ID: 65022311

Kidangan House , House No:Kr-14 , Kundukulam Road ,

Mannuthy P.O. ,

Thrissur - 680 651

Ph: (91) 94471 49306

October 07, 2015

Dear Cijo,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHAR  
Date: 2015.10.07 11:01:56 +05:30  
Reason: Offer Letter  
Location: Bangalore

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True Copy 15/10/15

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B Ed  
Ph.D (Computer Science), P.D (Mats)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531





HRD/3T/15-16/65022333  
 Ms. Jesna Jose K  
 Candidate ID: 65022333  
 Koothur House  
 P.O.Mattom  
 Thrissur - 680 602  
 Ph: (91) 96561 72858

October 07, 2015

Dear Jesna,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**SENIOR VICE PRESIDENT - HRD**

Digitally signed by LOBO RICHAR  
 Date: 2015.10.07 11:01:57 +05:30  
 Reason: Offer Letter  
 Location: Bangalore

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 Jyothi Engineering College  
 Cheruthuruthy P.O. - 679 531





HRD/3T/15-16/65022397  
 Ms. Soorya M  
 Candidate ID: 65022397  
 Swamivilas  
 Thottakkara (P O)  
 Ottapalam - 679 102  
 Ph: (91) 96450 51964

October 07, 2015

Dear Soorya,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**SENIOR VICE PRESIDENT - HRD**

Digitally signed by LOBO RICHAR  
 Date: 2015.10.07 11:01:58 +05:30  
 Reason: Offer Letter  
 Location: Bangalore

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True Copy Attested

*Sunny*

**Dr. SUNNY JOSEPH KALAYATHANKAL**  
 M.Tech, MCA, M.Sc, M.Phil, B.Ed  
 Ph.D (Computer Science), Ph.D (Maths)  
 PRINCIPAL  
 Jyothi Engineering College  
 Cheruthuruthy P.O.- 679 531





HRD/3T/15-16/65022401  
 Mr. Sreenath V  
 Candidate ID: 65022401  
 Vichattu House  
 Chettupuzha P.O  
 Thrissur - 680 012  
 Ph: (91) 89432 03297

October 07, 2015

Dear Sreenath,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**SENIOR VICE PRESIDENT - HRD**

Digitally signed by LOBO RICHAR  
 Date: 2015.10.07 11:02:00 +05:30  
 Reason: Offer Letter  
 Location: Bangalore

**INFOSYS LIMITED**  
 CIN:L85110KA1981PLC013115

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 Ph.D (Computer Science), Ph.D (Maths)  
 PRINCIPAL  
 Jyothi Engineering College  
 Cheruthuruthy P.O.-679 531



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## Fwd: Offer of Employment

---

Jyothis TS <jyothis@jecc.ac.in>

Thu, Oct 8, 2015 at 10:36 AM

To: Aneesh Chandran <aneesh@jecc.ac.in>, Swapna Sasi <swapna@jecc.ac.in>

----- Forwarded message -----

From: **Srinath Janardhanan** <srinath0v@gmail.com>

Date: Wed, Oct 7, 2015 at 7:05 PM

Subject: Fwd: Offer of Employment

To: jyothis@jecc.ac.in

----- Forwarded message -----

From: **Infosys Limited** <offers@infosys.com>

Date: Wed, Oct 7, 2015 at 12:24 PM

Subject: Offer of Employment

To: "srinath0v@gmail.com" <srinath0v@gmail.com>

Dear Infoscion,

Congratulations once again on your successful participation in our campus recruitment process during the year 2014-2015.

Please find attached the offer of employment with your confirmed date of joining for the role of Systems Engineer at Infosys Ltd. Please note that you are expected to report at the location of training a day prior to your date of joining. It is mandatory that you carry a print of this, along with the completed service agreement when you join us. These documents would be considered as original and valid. The instructions to complete the agreement is attached for your reference.

We will be reaching out to you regularly through various avenues between now and the time you join us. Also, an elaborate communication on the Accommodation and other joining related formalities will be sent to you a couple of weeks before your joining date. We would like to reiterate the fact that this offer of employment with Infosys Ltd. shall be valid only if you fulfill the eligibility criteria specified by us during the time of recruitment.

For any changes in your existing profile, please mail us at offer\_update@infosys.com. Please mention your

Role and Candidate ID in the subject line of your mails.

We look forward to seeing you at Infosys.

Regards,

Team HRD  
Infosys Ltd.

P.S: Please do not respond to this email id as incoming emails to this account are not monitored

True Copy Attached

*Sunny*

**SUNNY JOSEPH KALAYATHANKAL**  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531



\*\*\*\*\* CAUTION - Disclaimer \*\*\*\*\*

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\*\*\*INFOSYS\*\*\*\*\* End of Disclaimer \*\*\*\*\*INFOSYS\*\*\*

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\*\*\*\*\*  
With Regards,  
Sreenath V  
\*\*\*\*\*

--  
Ms. Jyothis T S  
Asst. Professor,  
Dept. of CSE,  
Jyothi Engg. College,  
Cheruthuruthy.

---

5 attachments

-  65022401.pdf  
138K
-  Information Sheet - Annexure IV.PDF  
103K
-  Non Compete Agreement - Annexure III.PDF  
15K
-  Instruction for Trainees - 3T.PDF  
31K
-  Service agreement for 3T Engineers.PDF  
68K

True Copy Attested

*homing*

Dr. SUNNY JOSEPH KALAYATHANKAL  
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Jyothi Engineering College  
Cheruthuruthy, P.O.-679 531





HRD/3T/15-16/65022415  
Ms. Vinaya Kanhirangat Viswanath  
Candidate ID: 65022415  
Kanhirangat House  
Kavalappara(P.O.)  
Shoranur - 679 523  
Ph: (91) 98475 75461

October 07, 2015

Dear Vinaya,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHAR  
Date: 2015.10.07 11:02:01 +05:30  
Reason: Offer Letter  
Location: Bangalore

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PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.-679 531



Jan 7, 2016

## Job Offer

Mr. Antony Varghese  
Thrissur, Kerala, 680563

Dear Antony,

Further to your recent interview with Keype Systems, we are pleased to offer you employment in the position of **Software Engineer - Trainee** based from *Kochi*. You will be working as a Java developer, primary for developing large scale solutions.

You will be entitled to a annual salary of **INR 1,44,400 Per Annum (Indian Rupees One Lakh Fourty Four Thousand and Four Hundred Only)** which indicates cost to company. The salary will be paid monthly directly to your bank account. You will be on a probation for a maximum period of 6 months from the date of commencing the employment. During the probationary period, you will receive a monthly stipend of **INR 7,000 (Indian Rupees Seven Thousand Only)**. We will assess your performance during the probationary period which in turn will be the basis for your permanent employment. You shall receive the Permanent Employment Letter once you get confirmed.

You will be required to work **9 hours** from Monday to Saturday (excluding public holidays, 2<sup>nd</sup> Saturdays and 4<sup>th</sup> Saturdays). The regular work hours are between **9:00 AM and 06:00 PM**. If there is a demand for working outside the said time window, you are required comply with the demands. Apart from this, you are entitled to 4 days sick leave per year and 18 days casual leave per year for which you should have to take prior approval from your manager.

All communication should be done through official email id provided. The proprietary content and materials (source codes and other documentations) should be strictly maintained classified and as property of internal organization.

Upon accepting this offer, you will enter into an agreement that for you will not resign from the company for 2 years from the company. After two years, if you choose to resign, you should provide 45 days prior notice. You will also need to comply various rules and regulations which the company publish from time to time.

If you choose to accept this offer, please sign this letter and return a copy to KEYPE Systems.

Sincerely

Mohammed Yoonis  
Director, Strategy & Operations

Keype Systems Pvt Ltd

True Copy Attested

*ammy*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 501



Dear ANN THERESA KENNY,

Welcome to the US Technology Family!

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 Pvt. Ltd. ("US Technology")**. Please accept our heartiest congratulations.

You have every reason to be excited at the prospect of this opportunity to work with one of the best companies in the world. US Technology is one of the fastest growing IT companies in the world. During your tenure in US Technology, you will have ample opportunity to learn and develop, personally as well as professionally. The Company will expose you to a world-class, professional environment that should help you to become a top-notch software professional.

You have performed extremely well in the selection tests and you should be proud of being selected for this opportunity from a large crowd of aspirants. As much as you would have high expectations from the Company, it is only natural that the Company would expect the same from you.

Your initial designation will be **"Software Engineer ILP" (Band & Grade – A1)**. You will be on probation for a period of 6 months beginning the start date of employment. On successful completion of probation, you will be re-designated as **"Software Developer" (Band & Grade - A2)**.

Your annual CTC will be **300,000 (Three Lakhs)**. Please find the annual salary break-down structure in Annexure-1.

In order to enable you to reach a high level of proficiency and effectiveness in the software industry, the Company will provide you training for a period of ten (10) weeks during the probation period. However, the company reserves the right to change the duration of your training period based on business requirements. The company will make sure that changes, if any, regarding the duration of the training, are communicated to you well in advance.

During probation, you will undergo training according to the schedules fixed by the Company. Normally your training timings will coincide with the normal working hours of the establishment of the Company where you are placed. You may also be called upon to attend training as and when required on holidays. You will comply with all regulations of the Company in relation to conduct and discipline as applicable to employees. In case you conduct yourself in a manner that is in violation of such regulations, the Company shall be entitled to discontinue your probation/employment forthwith, without notice or payment in lieu of notice.

The Company shall have the right to terminate your probation/employment without any notice or payment in lieu of notice, if any declaration given or information furnished by you to the Company is found to be false or if you are found to have willfully suppressed any material information or on non-performance during probation/training.

During probation, a notice of one month is required to terminate employment from either side. The Company may terminate your employment by payment in lieu of the one month's notice, without assigning any reason whatsoever, at the sole discretion of the Company.

Your employment will be confirmed after a period of 6 months subject to your performance during this period. The Company may, in its sole discretion, decide to extend your period of probation for a further period of up to 3 months if your performance is unsatisfactory. Successful completion of training is mandatory and will be an important criterion for confirmation.

True Copy Attached

*Sunny*

Dr. SUNNY JOSEPH KAI AYATHANKAL  
M.Tech, MCA, M.Sc, B.Ed, B.Fd  
Ph.D (Computer Science & Engg) (Maths)  
PRIN  
Jyothi Engin



On confirmation of your employment in the regular service of the Company, either party may terminate this employment by giving written notice of 60 days to the other. However, the Company may, at its discretion, choose to pay your salary in lieu of such notice or may require you to avail leave, due to you, during such notice period. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company in lieu of the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

If you decide to terminate the employment during the training period / extended period of training / probation/ before completing one year of service in US Technology after the training, you will be liable to reimburse the cost of training to the Company. The cost of training to be reimbursed by you will be calculated by the company and communicated to you at the time of termination of employment. Any exception to this rule will be at the sole discretion of the Company.

If our offer of employment, subject to the terms and conditions above, is acceptable to you, please return a duplicate copy of this letter with your signature signifying your acceptance of the above terms on or before 13-Jan-16. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn. Subsequent to your acceptance of these terms, you will be intimated the structure, content and the date of commencement of your Training Period by e-mail.

Sincerely,

For US Technology International Pvt. Ltd

Name of the signatory  
Designation

Encl: Annexure 1  
Annexure 2

Understood & Accepted  
ANN THERESA KENNY

True Copy

*annexure*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531



**Annexure 1**

**Annual salary break-up**

Components	Annual
Basic	79,200
Conveyance Allowance	9,600
Dress Allowance	12,000
Education Allowance	2,400
Bonus/Ex-gratia	8,400
Food Allowance	36,000
Gratuity	3,960
HRA	31,680
LTA	9,900
Medical Allowance	15,000
Other Allowance	46,500
Provident Fund	9,360
Variable Pay	36,000
<b>Annual CTC</b>	<b>300,000</b>

Tax implications, if any, arising out of the above structure will have to be borne by you.

**Annexure 2**

**Documents to be furnished at the time of joining**

1. Highest qualification certificate [Convocation certificate / provisional certificate] and Mark sheet [Consolidated /semester-wise]
2. UST offer letter signed
3. Passport (with ECNR stamp)
4. Proof of identity i.e. PAN card, driving license, Electoral card (for bank account opening purposes in case of non-availability of passport)
5. Passport size photographs (8 copies)

You are required to submit self-attested photo copies of all the documents mentioned above on the date of joining UST Global. The originals are required to be produced at the time of joining and will be returned after verification on the same day.

\*\*\*\*\*

True Copy Attested

*Amming*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MBA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 676 531



03 Aug 2015

Arun Jose

### Offer of Employment

Dear Arun,


Following your interview, we are pleased to offer you the position of **Engineer** at QBurst with an internship period of three months initially, on the following terms:

- **Compensation:** You will undergo a three-month internship with a monthly stipend of Rs 15,000. Upon confirmation after successful internship, your remuneration package will be ranging from **Rs. 20,000 to Rs. 25,000**. The break-up of the package after your successful internship is given in Annexure 1.
- **Other Benefits:**
  - Provident Fund: You will be eligible to participate in the voluntary provident fund scheme set up by the company in accordance with our Company policy.
  - Gratuity Scheme: You will be eligible for Gratuity scheme in accordance with our Company policy.
  - Medical and Life Insurance: You will be entitled to our Company's medical assistance scheme for self, spouse and two children. This scheme provides medical insurance cover upto INR 1,00,000 per annum, for inpatient treatment as per terms and conditions specified in the medical insurance policy. Every employee is entitled to a life insurance coverage of INR 5,00,000.
  - Appraisal System: Performance will be reviewed every six months from your date of confirmation and salary revisions will be applicable in the subsequent month.
- **Internship Period and Confirmation:** You will be on internship during the first three months of your employment. After successful completion of internship, your employment status will be probationary for the next three months. Following which, your employment status will be confirmed. The company may decide to extend your internship and/or probation, or not confirm you, if your performance is not up to expectations.
- **Working Hours:** Your working hours are from 8.30 AM to 5.30 PM with a half hour lunch break a day, from Monday to Friday. However, depending on project needs, such as providing overlap hours to our clients situated in other parts of the world, you may be asked to work a different shift.

Qburst

3<sup>rd</sup> Floor, Leela Towers, Pattom P.O., Trivandrum, India – 695004

[www.qburst.com](http://www.qburst.com)

True Copy Attached  


Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc  
Ph.D (Computer Science)  
PRINCI



- **Notice Period:** The regular notice period will be 2 months from date of acceptance of resignation.
- **Vacation:** Once you are on probation, you will be eligible for 20 days paid vacation annually on a prorated basis. The company's holiday calendar runs from the first day of January to the last day of December.

If you choose to accept this job offer, please submit soft copies of the following documents within 2 weeks of this offer date and also carry all original documents for verification on your date of joining:

1. Certificates proving educational qualifications.
2. Address proof
3. Passport and PAN card
4. Digital copy of your passport-size photograph
5. Experience letter
6. Aadhaar card

**Joining Details:** You are requested to report at Nisagandhi Building, Infopark, Nalukettu Road, Koratty P.O, Thrissur - 680308, Kerala on **12 August 2015, Wednesday** to complete the joining formalities.

Please revert with your acceptance at the earliest.

If there is anything you are unclear about, disagree with or wish to discuss, please feel free to contact us.

Sincerely,

**Ansar Shahabudeen**  
Director  
**QBurst**

QBurst

3<sup>rd</sup> Floor, Leela Towers, Pattom P.O., Trivandrum, India - 695004

[www.qburst.com](http://www.qburst.com)

True Copy Attested

*Sunny Joseph*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
College



**Annexure 1**  
(All figures in INR)

**QBurst**

Designation	Engineer
Cost to Company - Per Month	25,000

**Salary Break-up**

COMPONENTS	MONTHLY	ANNUAL
- Basic	6,600	79,200
- Dearness Allowance	1,980	23,760
- House Rent Allowance	2,640	31,680
- Conveyance Allowance	1,500	18,000
- City Compensatory Allowance	1,250	15,000
- Special Allowance	1,320	15,840
- Other Allowance	9,710	116,520
<b>Total Cash Compensation</b>	<b>25,000</b>	<b>300,000</b>
<b>Other Benefits:</b>		
Medical & Life Insurance Premium		5,000
<b>Deductions:</b>		
TDS		
<b>CTC</b>		<b>305,000</b>
**Please note that the take home pay as mentioned above shall be subject to applicable Income Tax as per the existing laws.		

QBurst

3<sup>rd</sup> Floor, Leela Towers, Pattom P.O., Trivandrum, India – 695004

[www.qburst.com](http://www.qburst.com)

True Copy Attested

*Sunny Joseph*  
**Dr. SUNNY JOSEPH KALAYATHANKAL**  
 M.Tech, MCA, M.Sc, M.Phil, B.Ed  
 Ph.D (Computer Science), Ph.D (Maths)  
 PRINCIPAL  
 Ivothi Engineering College  
 Trivandrum - 679 531



January 22, 2016

Mr. Jerrin James  
Vattakunnel House,  
Near Nazrath Centre,  
Mullurkara Post,  
Thrissur - 680583

Belhopat Global Services Pvt. Ltd.  
(CIN - U72900KA2014PTC074624)

#2580 Spandana Building, 2nd Floor,  
27th Main, 13th Cross, 1st Sector  
HSR Layout, Bangalore - 560102  
Karnataka, India  
Tel: +91 80495 70935  
Cell: +91 99005 62575  
www.belhopat.com

Your Belhopat Reference Number: CSOL-1601-04

Dear Mr. Jerrin James,

At Belhopat, we intent to revolutionize the world and benefit humanity with continuous inventions and innovations of our products and services. We are starting our journey by providing excellent quality Information Technology services to our esteemed customers.

We are pleased to confirm our offer of employment to you as **Software Engineer - Trainee** which would initially involve extensive training for imparting the required level of skills, for effectively carrying out the official responsibilities assigned to you by Belhopat Global services Pvt. Ltd. (The Company).

#### Acceptance and Commencement

Your appointment will be effective from **February 01, 2016**. Please contact us immediately if you require an alternative joining date. As part of the consideration for the training efforts and costs involved, you will be required to sign a contract for not leaving the services of the Company for a minimum period of two years from the date of joining. If you do not confirm your acceptance or if we are unable to set an alternative date of joining, this offer will be withdrawn. This offer is valid only if you acknowledge and confirm that you're joining, through email within 2 days.

#### Confidentiality

Sharing the details of your offer with others would imply a breach of confidentiality and could invite suitable disciplinary action. This is a very private and confidential document. Please maintain the confidentiality and ensure that the details of your offer are not shared with anyone outside the Human Resource Team of Belhopat.

#### Compensation

Your Annual Gross Cost To The Company, hereafter referred to as **Annual Gross CTC** will be **INR 1,64,000/- (One Lakh and Sixty Four Thousand Indian Rupees Only)**. The deductions as per the company policies and the government norms would be applicable. Your compensation and benefits may be amended at the sole discretion of the company.

#### Probation

The first 6 months from your date of joining would be considered as the probationary period.

Belhopat Global Services Pvt Ltd, 2nd Floor, #2580, Spandana Building, 27<sup>th</sup> Main Road, 13<sup>th</sup> Cross, HSR Layout - 1<sup>st</sup> Sector, Bangalore, Karnataka 560102, India (Behind Pizza Hut) ☎ +91 99005 62575, +91 8049570935 🌐 www.belhopat.com

This Copy Attested  
*Sunny*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Engineering College  
679 531



## Compensation Structure

Name - Mr. Jerrin James  
 Designation - Software Engineer - Trainee

Components	Per Month (In INR)	Per Annum (In INR)
Basic Salary	8,000	96,000
House Rent Allowance	2,000	24,000
Medical Allowance	514	6,168
Conveyance Allowance	514	6,168
Flexi Benefits Kit		
Statutory Bonus	292	3,504
<b>Gross Salary</b>	<b>11,320</b>	<b>1,35,840</b>
EPF Contribution by Belhopat	960	11,520
ESI Contribution by Belhopat	537	6,440
Leave Encashment	460	5,520
Medical Insurance	-	-
Gratuity	390	4,680
<b>Gross CTC</b>	<b>13,667</b>	<b>1,64,000</b>

True Copy Attested

*Homus*

Dr. SUNNY JOSEPH KALAYATHANKAL  
 M.Tech, MCA, M.Sc. M.Phil. B.Ed  
 Ph.D (Computer Science), Ph.D (Maths)  
 Jyothi Engineering College  
 Cheruthuruthi



06 July 2015

Joice Joseph

### Offer of Employment

Dear Joice,

Following your interview, we are pleased to offer you the position of **Engineer** at QBurst with an internship period of three months initially, on the following terms:

- **Compensation:** You will undergo a three-month internship with a monthly stipend of Rs 15,000. Upon confirmation after successful internship, your remuneration package will be ranging from **Rs. 20,000 to Rs. 25,000**. The break-up of the package after your successful internship is given in Annexure 1.
- **Other Benefits:**
  - Provident Fund: You will be eligible to participate in the voluntary provident fund scheme set up by the company in accordance with our Company policy.
  - Gratuity Scheme: You will be eligible for Gratuity scheme in accordance with our Company policy.
  - Medical and Life Insurance: You will be entitled to our Company's medical assistance scheme for self, spouse and two children. This scheme provides medical insurance cover upto INR 1,00,000 per annum, for inpatient treatment as per terms and conditions specified in the medical insurance policy. Every employee is entitled to a life insurance coverage of INR 5,00,000.
  - Appraisal System: Performance will be reviewed every six months from your date of confirmation and salary revisions will be applicable in the subsequent month.
- **Internship Period and Confirmation:** You will be on internship during the first three months of your employment. After successful completion of internship, your employment status will be probationary for the next three months. Following which, your employment status will be confirmed. The company may decide to extend your internship and/or probation, or not confirm you, if your performance is not up to expectations.
- **Working Hours:** Your working hours are from 8.30 AM to 5.30 PM with a half hour lunch break a day, from Monday to Friday. However, depending on project needs, such as providing overlap hours to our clients situated in other parts of the world, you may be asked to work a different shift.
- **Notice Period:** The regular notice period will be 2 months from date of acceptance

QBurst

3<sup>rd</sup> Floor, Leela Towers, Pattom P.O., Trivandrum, India – 695004

[www.qburst.com](http://www.qburst.com)

True Copy Attested

*Sunny Joseph*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc., M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)

College







**Annexure 1**

(All figures in INR)

**QBurst**

Designation	Engineer
Cost to Company - Per Month	25,000

Salary Break-up		
COMPONENTS	MONTHLY	ANNUAL
- Basic	6,600	79,200
- Dearness Allowance	1,980	23,760
- House Rent Allowance	2,640	31,680
- Conveyance Allowance	1,500	18,000
- City Compensatory Allowance	1,250	15,000
- Special Allowance	1,320	15,840
- Other Allowance	9,710	116,520
<b>Total Cash Compensation</b>	<b>25,000</b>	<b>300,000</b>
<b>Other Benefits:</b>		
Medical & Life Insurance Premium		5,000
<b>Deductions:</b>		
TDS		
<b>CTC</b>		<b>305,000</b>
**Please note that the take home pay as mentioned above shall be subject to applicable Income Tax as per the existing laws.		

**QBurst**

3<sup>rd</sup> Floor, Leela Towers, Pattom P.O., Trivandrum, India - 695004

[www.qburst.com](http://www.qburst.com)

True Copy Attested

*Sunny*

Dr. SUNNY JOSEPH KALAYATHANKAL  
 M.Tech, MCA, M.Sc, M.Phil, B.Ed  
 Ph.D (Computer Science), Ph.D (Maths)  
 ... College



Ref: HRD/Offer/IN/1577x1576

Date: November 23 2015

To,  
Arun MK  
Kochi

Dear Arun,

This is with reference to the discussion we had with you in regards to a career with us. We are pleased to offer you an appointment in our organization as detailed below:

**1. DESIGNATION:**

Your designation will be Trainee QA Engineer and will be posted in Kochi.

**2. SALARY:**

Your gross salary will be Rs.1, 89,900/- (Rupees One lakh eighty nine thousand nine hundred only) CTC (inclusive of all.

**3. DATE OF JOINING:**

You will be joining us on or before November 30, 2015.

**4. Other Terms and Conditions are enclosed.**

We take this opportunity to welcome you to the company and wish you a long and fruitful association with us. Your salary is subject to IT, PF, PT etc. as applicable.

Yours sincerely,  
For Orion India Systems Pvt. Ltd.

Narendra Kumar  
Director

I hereby accept your offer of appointment as on the terms and conditions enclosed and will report for duty on .....

Signature .....

Arun MK

True Copy Attested

*Arun*





## OFFER OF EMPLOYMENT

November 30, 2015

Christina.

Thrissur.

Dear Christina,

### **Congratulations!**

We are happy to inform you that, you have been selected for the position of **Technical Trainee** based on your application and subsequent discussions with us, and we are also glad to extend the offer of employment to you with Diya Systems (Mangalore) Private Limited, (the Company) starting from **December 07, 2015** or earlier, as per the details given below.

**Location:** You will be based in Mangalore; however you may require to work at other locations of company or client place, or both, and inside India or outside India as per business requirement. The company will seek to give you reasonable notice for travel requirement.

**Compensation:** Total Cost to the company of your compensation per annum will be **Rs 1,47,703/- ( Rupees one lakh forty seven thousand seven hundred and three only)** the breakup of the salary is given in Annexure - 1. All salary / allowances are subject to the deduction at source as per the applicable laws. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the laws or interpretations thereof, same will be recovered.

**Provident Fund:** You will be required to participate in the Diya Systems (Mangalore) Private Limited Employee's Provident Fund Scheme where 12% of Basic & Dearness Allowance Or Rs 720/= (Rupees Seven hundred eighty only) whichever is lower, will be deducted from your monthly pay. And equal amount will be contributed by company to your Provident fund account on monthly basis.

**ESIC:** Employee state insurance deduction of 1.75% of your gross salary will happen in your monthly pay and 4.75% of

  
**Dr. SUNNY JOSEPH KALAYATHANKAL**  
M.Tech, MCA, M.E. (Computer Science)  
Computer Science (M.Tech)  
Computer Science (M.E.)



Annexure – 1

Details of Salary structure

Salary structure and Overall CTC calculation		
Particulars	Per Month	Per Year
Basic	4000	48000
DA (including VDA)	2000	24000
House rent Allowance	2400	28800
Advance bonus	700	8400
Special Allowance	900	10800
<b>Total Cash Components</b>	<b>10000</b>	<b>120000</b>
Employer Contribution to PF	720	8640
Employer Contribution to ESIC	475	5700
Gratuity	289	3463
Meal Coupons	700	8400
Medi Insurance	125	1500
<b>Total Non cash benefits</b>	<b>2309</b>	<b>27703</b>
<b>Total Cost to company.</b>	<b>12309</b>	<b>147703</b>

Note:

1. Company contribution of provident fund will be made by organization to employees account on monthly basis as per Act.
2. Employees are eligible for Gratuity as per Gratuity Act.
3. Employees will be covered under Group Savings Linked insurance scheme as per company policy.

Your monthly take home salary is subject to the deductions like Professional Tax Income Tax, Provident Fund etc.

With Best wishes,  
For Diya Systems (Mangalore) Private Limited,

**B. Shyamprasad Hebbar**  
Associate General Manager-Operations

True Copy Attested

*Ammy*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc., M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 501



16 Oct 2015

Nishal Govind.K.R,  
Trainee Programmer,  
Orica Technologies.

Dear Mr. Nishal,

**Subject: Confirmation and Change of Designation**

Orica Technologies has achieved considerable growth in business in the past one year. This has been possible due to your commitment and hard work in delivering to our customers by driving excellence. I would like to acknowledge your contribution that has helped Orica technologies in this journey.

Your designation has been changed to **Software Engineer** with effect from 01<sup>st</sup> of October 2015.

I am pleased to share with you your monthly compensation of **Rs.8000 (Eight Thousand)** with effect from 1st of October 2015.

I look forward to your continued commitment and a fulfilling career with Orica Technologies in the years to come.

Warm Regards and Best Wishes

Biju M R  
Manager HR & Administration  
Orica Technologies (a unit of SB Enterprises)

True Copy Attested

*Amma*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, M.Phil, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Engineering College  
P.O.- 679 531

Confirmation and Change of Designation

Confidential





Offer: Computer Consultancy  
Ref: TCSL/DT20142622367/Trivandrum  
Date: 25/12/2015

Ms. Ranimol Joseph  
Vazhappilly House Meppadam,  
Chelakkara,  
Thrissur-680586,  
Kerala.  
Tel# 0488-251471

Dear Ranimol Joseph,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,33,475/- per annum, as per the terms and conditions set out herein. The gross salary mentioned above is inclusive of the Performance Pay becoming effective upon successful completion of the Initial Learning Programme (ILP).

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within **7 days**, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

True Copy Attested

*(Handwritten signature)*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech., M.Sc., M.Fin., B.Ed.  
(Finance), Ph.D. (Maths)

TCS Confidential

TCSL/DT20142622367 TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited  
Vismaya Building 6th Floor, Infopark, Kusunjeri PO, Kochi 682 030 India  
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com





## COMPENSATION and BENEFITS

### BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

### BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to redistribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### 1. House Rent Allowance (HRA)

Your HRA will be ₹3,880/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### 2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

#### 3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or pro-rata amount, in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

True Copy Attested

*Arun*

TCS Confidential

TCSL/DT20142622367

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kuzhmedu, PO, Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech. MCA, M.Sc. M.Phil. B.Ed  
(Computer Science), Ph.D (Maths)



14-09-2015

Ms. Sandra Maliyakal

ST 150

**Subject: Appointment for post of Software Engineer Trainee**

Dear Ms. Sandra ,

We are pleased to offer you, the position of Software Engineer Trainee with Appscook Technologies on the following terms and conditions:

**1. Commencement of internship**

Your employment will be effective, as of 21 -09-2015

**2. Job title**

Your job title will be Software Engineer Trainee, and you will report to Miss. Anisha Jayapal, Software Engineer.

**3. Stipend**

Training period will be for 6 months and the stipend provided at time of training period will be Rs.3000/-. According to the performance it may or may not increase from seventh month .

**4. Place of posting**

You will be posted at Thrissur, Kerala

**5. Hours of Work**

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 9:00 AM to 5:00 PM and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

**6. Leave/Holidays**

6.1 You are entitled to casual leave of 12 days per year.

6.2 The Company shall notify a list of declared holidays in the beginning of each year.

19/60, Visitors Building, II<sup>nd</sup> Floor, M. G. Road, Thrissur - 680 004  
Ph : 0487 32 99 100 Email : sales @appscook.in www.appscook.in





SANDRA M  
Software Trainee

Emp.code : ACT1012



True Copy Attested

*Sunny*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc., M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)

Principal  
Engineering College  
Kannur P.O. - 679 531



# Fwd: Poornam Info Vision - Welcome Letter - silvester

1 message

Jyothis TS <jyothis@jecc.ac.in>  
To: Swapna Sasi <swapna@jecc.ac.in>

Mon, Jan 11, 2016 at 3:05 PM

----- Forwarded message -----

From: **Silvester Philip** <silvesterphilip@gmail.com>  
Date: Sat, Jan 9, 2016 at 10:51 PM  
Subject: Fwd: Poornam Info Vision - Welcome Letter  
To: Jyothis@jecc.ac.in

Hi mis, my offer letter-silvester

----- Forwarded message -----

From: HR Team <hrteam@poornam.com>  
Date: Fri, 18 Dec 2015 10:29:37 +0530  
Subject: Poornam Info Vision - Welcome Letter  
To: Silvester Philip <silvesterphilip@gmail.com>

Dear Silvester,

Congratulations on your appointment and warm welcome to you as a new member of Poornam Info Vision.

You were chosen to be part of our organization because we believe you can contribute to our success and share our commitment to achieving our goals. Your role is essential to fulfilling our mission for the people who trust and respect us - we are committed to incredible value, quality and unparalleled client service in all aspects.

We recognize that the caliber and commitment of all our staff are the foundations on which our excellence is built, and as your employer we are committed to supporting your continuing development.

Consider this as the provisional offer of appointment as Jr. Software Engineer (Trainee). The formal appointment letter with terms and conditions will be given at the time of joining.

\*\*

You are requested to report at the Cochin office on \*14th January, 2016 (Thursday)\* with the documents mentioned in the attachment\*. \*The reporting time will be 09:00 am. \*Please get back to us as soon as possible with a confirmation e-mail.

\*\*\* \*\*Thanks for your time, and welcome once again. We are looking forward to a long and mutually beneficial relationship !

\*As discussed, please improve your English communication skills by the time you join\*

Please find attached the details of your employment. (Please save the attachments for your future reference.)

\* If you require company accommodation, please send us a request through E-mail with the date on which you will be arriving.

\* In-case your parents or someone else is accompanying you when you come for joining, we have a guest room facility which you can book

True Copy Attested

*ammy*

JOSEPH KALAYATHANKAL  
Principal  
B.Ed, M.A., M.Sc., M.Phil., B.Ed  
P.O. (Maths)



joining along with your ID Card and address proof copy.

If you have any clarifications please contact us in the below numbers:  
0484 - 2427971, 2428918.

Thanks & regards  
Roopa

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—  
Ms. Jyothis T S  
Asst. Professor,  
Dept. of CSE,  
Jyothis Engg. College,  
Cheruthuruthy.


True Copy Attested

*Sunny*

**5 attachments**

 **JOI: Dresscode.pdf**  
291K

 **JOI : Background verification.pdf**  
291K

 **Terms & Conditions.pdf**  
220K

**Dr. SUNNY JOSEPH KALAYATHANKAL**  
M Tech, MCA, M Sc, M.Phil, B Ed  
Ph. D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothis Engineering College  
Cheruthuruthy P.O.- 679 531



Dear Shilpa Anto,

Welcome to the US Technology Family!

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 Pvt. Ltd. ("US Technology")**. Please accept our heartiest congratulations.

You have every reason to be excited at the prospect of this opportunity to work with one of the best companies in the world. US Technology is one of the fastest growing IT companies in the world. During your tenure in US Technology, you will have ample opportunity to learn and develop, personally as well as professionally. The Company will expose you to a world-class, professional environment that should help you to become a top-notch software professional.

You have performed extremely well in the selection tests and you should be proud of being selected for this opportunity from a large crowd of aspirants. As much as you would have high expectations from the Company, it is only natural that the Company would expect the same from you.

Your initial designation will be **"Software Engineer ILP" (Band & Grade – A1)**. You will be on probation for a period of 6 months beginning the start date of employment. On successful completion of probation, you will be re-designated as **"Software Developer" (Band & Grade - A2)**.

Your annual CTC will be **300,000 (Three Lakhs)**. Please find the annual salary break-down structure in Annexure-1.

In order to enable you to reach a high level of proficiency and effectiveness in the software industry, the Company will provide you training for a period of ten (10) weeks during the probation period. However, the company reserves the right to change the duration of your training period based on business requirements. The company will make sure that changes, if any, regarding the duration of the training, are communicated to you well in advance.

During probation, you will undergo training according to the schedules fixed by the Company. Normally your training timings will coincide with the normal working hours of the establishment of the Company where you are placed. You may also be called upon to attend training as and when required on holidays. You will comply with all regulations of the Company in relation to conduct and discipline as applicable to employees. In case you conduct yourself in a manner that is in violation of such regulations, the Company shall be entitled to discontinue your probation/employment forthwith, without notice or payment in lieu of notice.

The Company shall have the right to terminate your probation/employment without any notice or payment in lieu of notice, if any declaration given or information furnished by you to the Company is found to be false or if you are found to have willfully suppressed any material information or on non-performance during probation/training.

During probation, a notice of one month is required to terminate employment from either side. The Company may terminate your employment by payment in lieu of the one month's notice, without assigning any reason whatsoever, at the sole discretion of the Company.

Your employment will be confirmed after a period of 6 months subject to your performance during this period. The Company may, in its sole discretion, decide to extend your period of probation for a further period of up to 3 months if your performance is unsatisfactory. Successful completion of training is mandatory and will be an important criterion for confirmation.

True Copy attested  
*Aranya*

Dr. SUNNY KALAYATHANKAL  
M.Phil. B Ed  
Ph.D (Maths)  
College  
P.C.- 679 531



On confirmation of your employment in the regular service of the Company, either party may terminate this employment by giving written notice of 60 days to the other. However, the Company may, at its discretion, choose to pay your salary in lieu of such notice or may require you to avail leave, due to you, during such notice period. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company in lieu of the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

If you decide to terminate the employment during the training period / extended period of training /probation/ before completing one year of service in US Technology after the training, you will be liable to reimburse the cost of training to the Company. The cost of training to be reimbursed by you will be calculated by the company and communicated to you at the time of termination of employment. Any exception to this rule will be at the sole discretion of the Company.

If our offer of employment, subject to the terms and conditions above, is acceptable to you, please return a duplicate copy of this letter with your signature signifying your acceptance of the above terms on or before 13-Jan-16. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn. Subsequent to your acceptance of these terms, you will be intimated the structure, content and the date of commencement of your Training Period by e-mail.

Sincerely,

For US Technology International Pvt. Ltd

Name of the signatory  
Designation

Understood & Accepted  
Shilpa Anto

Encl : Annexure 1  
Annexure 2

True Copy Attested



Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, M.Phil, B Ed  
Ph.D (Computer Science), Ph.D (Maths)  
Jawahar Education College  
P.O.- 679 531



**Annexure 1**

**Annual salary break-up**

Components	Annual
Basic	79,200
Conveyance Allowance	9,600
Dress Allowance	12,000
Education Allowance	2,400
Bonus/Ex-gratia	8,400
Food Allowance	36,000
Gratuity	3,960
HRA	31,680
LTA	9,900
Medical Allowance	15,000
Other Allowance	46,500
Provident Fund	9,360
Variable Pay	36,000
<b>Annual CTC</b>	<b>300,000</b>

Tax implications, if any, arising out of the above structure will have to be borne by you.

**Annexure 2**

**Documents to be furnished at the time of joining**

1. Highest qualification certificate [Convocation certificate / provisional certificate] and Mark sheet [Consolidated /semester-wise]
2. UST offer letter signed
3. Passport (with ECNR stamp)
4. Proof of identity i.e. PAN card, driving license, Electoral card (for bank account opening purposes in case of non-availability of passport)
5. Passport size photographs (8 copies)

You are required to submit self-attested photo copies of all the documents mentioned above on the date of joining UST Global. The originals are required to be produced at the time of joining and will be returned after verification on the same day.

\*\*\*\*\*  
True Copy Attested

*Sunny*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech. (AI), M.Sc. M.Phil, B.Ed  
Ph.D. (Education), Ph.D. (Maths)  
UST Global  
UST Global College  
Phone No. - 679 531





**AMALA INSTITUTE OF MEDICAL SCIENCES**

Amala Nagar, Thrissur - 680 555, Kerala

Phone : 0487-2304116, 2304000. Fax : 0487 - 2307969

Website : [www.amalaims.org](http://www.amalaims.org)

**SINI JOSE**

**SOFTWARE DEVELOPER TRAINEE**



IT



AM15010288

*[Signature]*  
Director

True Copy Attested

*[Signature]*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech (Computer Science), M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Amala Engineering College  
Kuthuruthy P.O.-679 531



# SUTHERLAND

Confidential

September 7, 2015

Sl.No:SGS/2015/30817

Ms. Swathi Anil

Prasanthi

Santhi Nagar, Athani, Aluva

Ernakulam - 683585.

Dear Swathi,

Congratulations! We welcome you to the family of Sutherland.

1. With reference to our discussions, we are pleased to appoint you as "Consultant". Please note that this position is pending a favorable background verification and reference check. You are requested to join us on or before September 7, 2015 on the following terms and conditions:
2. Your place of posting will be at Cochin. However during your employment with us you may be posted or transferred / attached to any other units / companies / offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.
3. Your emoluments by way of Annual Cost to the Company is Rs. 200000/- per annum (Rupees Two Lakh only), the details of which are given in the annexure of the appointment letter.
4. You shall report to the Business Director of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.
5. You may be required to work in shift system of the company as intimated to you from time to time.
6. You are governed by the "Service Rules and Regulations" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.
7. This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 30 days advance notice or pay salary in lieu of the same to the other party. However the company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
8. The company reserves the right to terminate your employment on grounds of un authorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.
9. During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

HR Signature: 

  
Candidate Signature





## Unisave Marketing Network

### Letter of Promtion

Mr. Sooraj Antony  
Cyber Security Operations Architect  
Unisave Marketing Networks Inc (Kochin Office)  
Cochin, India

23<sup>rd</sup> January 2016

Dear Mr. Sooraj,

We are pleased to inform you with respect that you with respect that you have been promoted from **Cyber Security Operations Architect to Cyber Security Operations Chief Architect** and additionally the **Head of Cyber Operations** in the organisation. I congratulate to you on behalf of the company on this achievement . As your post grows in the company your responsibility towards your work will also increase. You have achieved this promotion within a span of your first quarter with all your hard work and dedication towards your work. We expect the same growth from you in future even after your current promotion.

Also please note the following modifications to your current Working Agreement / Contract

- Your salary will be increased by 30%
- A one-time promotion bonus equivalent to 50% of your current drawing salary alongwith this month's (January 2016).
- You will also be allocated a company share of value <undisclosed>.
- You are also hereby adopted into the inner sanctum of the Board of Directors.

You are required to attend a Vetting Ceremony on the 25<sup>th</sup> of January at 10am at Conference Room D2 which will be considered as your first day in your new post.

Sincerely,  
Mr. Mithun M.  
Human Resources Manager

True Copy Attested

*Antony*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M. Tech. in Cyber Security & Phil. B Ed  
Ph.D. in Cyber Security & Phil. D (Maths)  
St. Joseph's College  
Kochi, Kerala  
Phone No. - 679 531





Unisave Marketing Network  
**Letter of Appointment to CyberOps team**

Unisave Marketing Networks Inc (Kochin Office)  
Edapally Regional Office,  
Edapally, Cochin-24

25th November 2015

Dear Mr. Sooraj,

We are pleased to inform you that you have been selected for the position of **Cyber Security Operations Architect** at the Regional office of **Unisave Marketing Networks Inc.** located at **Kochi, India.** We have had many qualified candidates, but you seemed to be the best fit for our growing organisation.

Your job will begin on **Monday, December 7th at 10am.** You will receive the salary of **Rs.4,20,000 per annum,** along with any possible bonuses and/or additional allowances. Further details and documentation will be discussed upon joining.

We look forward to hearing back from you to accept this position.

Sincerely,  
Mr. Mithun M.  
Human Resources Manager

True Copy Attested

*Sunny*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech. in AI & ML, M.Phil., B.Ed.  
Ph.D. (Computer Science), Ph.D. (Maths)  
Principal  
Jawahar Engineering College  
Cheruvuvely P.O.-679 531



# FeatherSoft

Info Solutions Private Limited



**KIRAN K. VINCENT**

Emp No : 100289



True Copy Attached

*amary*

DR. SHAMSI JOSEPH KALAYATHANKAL

100289-00001



Dear Gayathri.A,

Welcome to the US Technology Family!

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 Pvt Ltd. ("US Technology")**. Please accept our heartiest congratulations.

You have every reason to be excited at the prospect of this opportunity to work with one of the best companies in the world. US Technology is one of the fastest growing IT companies in the world. During your tenure in US Technology, you will have ample opportunity to learn and develop, personally as well as professionally. The Company will expose you to a world-class, professional environment that should help you to become a top-notch software professional.

You have performed extremely well in the selection tests and you should be proud of being selected for this opportunity from a large crowd of aspirants. As much as you would have high expectations from the Company, it is only natural that the Company would expect the same from you.

Your initial designation will be **"Software Engineer ILP" (Band & Grade – A1)**. You will be on probation for a period of 6 months beginning the start date of employment. On successful completion of probation, you will be re-designated as **"Software Developer" (Band & Grade - A2)**.

Your annual CTC will be **300,000 (Three Lakhs)**. Please find the annual salary break-down structure in Annexure-1.

In order to enable you to reach a high level of proficiency and effectiveness in the software industry, the Company will provide you training for a period of ten (10) weeks during the probation period. However, the company reserves the right to change the duration of your training period based on business requirements. The company will make sure that changes, if any, regarding the duration of the training, are communicated to you well in advance.

During probation, you will undergo training according to the schedules fixed by the Company. Normally your training timings will coincide with the normal working hours of the establishment of the Company where you are placed. You may also be called upon to attend training as and when required on holidays. You will comply with all regulations of the Company in relation to conduct and discipline as applicable to employees. In case you conduct yourself in a manner that is in violation of such regulations, the Company shall be entitled to discontinue your probation/employment forthwith, without notice or payment in lieu of notice.

The Company shall have the right to terminate your probation/employment without any notice or payment in lieu of notice, if any declaration given or information furnished by you to the Company is found to be false or if you are found to have willfully suppressed any material information or on non performance during probation/training.

During probation, a notice of one month is required to terminate employment from either side. The Company may terminate your employment by payment in lieu of the one month's notice, without assigning any reason whatsoever, at the sole discretion of the Company.

Your employment will be confirmed after a period of 6 months subject to your performance during this period. The Company may, in its sole discretion, decide to extend your period of probation for a further period of upto 3 months if your performance is unsatisfactory. Successful completion of training is mandatory and will be an important criterion for confirmation.

True Copy Attested

*Sunny*



On confirmation of your employment in the regular service of the Company, either party may terminate this employment by giving written notice of 60 days to the other. However, the Company may, at its discretion, choose to pay your salary in lieu of such notice or may require you to avail leave, due to you, during such notice period. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company in lieu of the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

If you decide to terminate the employment during the training period / extended period of training /probation/ before completing one year of service in US Technology after the training, you will be liable to reimburse the cost of training to the Company. The cost of training to be reimbursed by you will be calculated by the company and communicated to you at the time of termination of employment. Any exception to this rule will be at the sole discretion of the Company.

If our offer of employment, subject to the terms and conditions above, is acceptable to you, please return a duplicate copy of this letter with your signature signifying your acceptance of the above terms on or before 01-March-2016. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn. Subsequent to your acceptance of these terms, you will be intimated the structure, content and the date of commencement of your Training Period by e-mail.


Sincerely,

For US Technology International Pvt Ltd

Name of the signatory  
Designation

True Copy Requested

Understood & Accepted  
Gayathri.A

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531



**Annexure 1**

**Annual salary break-up**

Components	Annual
Basic	79,200
Conveyance Allowance	9,600
Dress Allowance	12,000
Education Allowance	2,400
Bonus/Ex-gratia	8,400
Food Allowance	36,000
Gratuity	3,960
HRA	31,680
LTA	9,900
Medical Allowance	15,000
Other Allowance	46,500
Provident Fund	9,360
Variable Pay	36,000
<b>Annual CTC</b>	<b>300,000</b>

Tax implications, if any, arising out of the above structure will have to be borne by you.

**Annexure 2**

**Documents to be furnished at the time of joining**

1. Highest qualification certificate [Convocation certificate / provisional certificate] and Mark sheet [Consolidated /semester-wise]
2. UST offer letter signed
3. Passport (with ECNR stamp)
4. Proof of identity i.e. PAN card, driving license, Electoral card (for bank account opening purposes in case of non availability of passport)
5. Passport size photographs (8 copies)

You are required to submit self-attested photo copies of all the documents mentioned above on the date of joining UST Global. The originals are required to be produced at the time of joining and will be returned after verification on the same day.

True Copy

\*\*\*\*\*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech. (Electronics) & Ph.D. (Maths)  
Ph.D. (Electronics) & Ph.D. (Maths)

Joint Director  
079 531



Encl: Annexure 1  
Annexure 2

True Copy Attested



Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.-679 531



**Fwd: Fw: Offer letter - Triassic Solutions Private Limited**

1 message

Jyothis TS <jyothis@jecc.ac.in>  
 To: Swapna Sasi <swapna@jecc.ac.in>

Fri, Jul 29, 2016 at 3:10 PM

----- Forwarded message -----  
 From: Joel Raju <joelraju@live.com>  
 Date: Fri, Jul 29, 2016 at 10:32 AM  
 Subject: Fw: Offer letter - Triassic Solutions Private Limited  
 To: "jyothis@jecc.ac.in" <jyothis@jecc.ac.in>

From: Deepa Nair <deepa@triassicsolutions.com>  
 Sent: Monday, November 2, 2015 3:36 PM  
 To: joelraju@live.com  
 Subject: Offer letter - Triassic Solutions Private Limited

Dear Mr. Joel Raju,

It gives us immense pleasure to offer you the role of Engineer Trainee at Triassic Solutions Private Limited.

The breakup of your compensation is mentioned below. We request you to go through it and send us a confirmation email as an acceptance of this offer letter on or before 03Nov2015. We look forward to your joining our team on 11November2015. Hope our company helps you build a bright career. We also take this opportunity to welcome you to our company.

<b>Annual CTC (INR)</b>	<b>2, 50,234.00</b>
<b>Monthly Gross Pay Breakup (INR)</b>	
<b>Particulars</b>	<b>Amount</b>
Basic	7000.00
DA	4000.00
HRA	4400.00
Conveyance	1600.00
Performance Incentive	1600.00

Dr. SUNNY JOSEPH  
 M.Tech, MCA, M.Sc, M.Phil, B.Ed  
 Ph.D (Computer Science)  
 Jyothis Engineering College  
 Cheruthuruthy P.O.-675 531



Employers Contribution (Annual)	
Provident Fund	20448.00
Labour Welfare	240.00
Gratuity*	6346.00

Please take note of the below points:

1. Payment of the above referred remuneration will be made subject to the applicable tax laws of the country and deduction of tax at source made wherever applicable, in accordance with law.
2. Statutory deductions such as EPF, Professional Tax and other deductions will be made as per Company rules/Statutory requirements.
3. \* On Completion of 5 years of continuous service.

Regards,  
**DEEPA NAIR**  
 Senior HR Officer  
 Triassic Solutions Pvt. Ltd.  
 +91 (471) 2700050 (Office)  
 +91 9946879255 (Mobile)



Disclaimer: This e-mail contains confidential information intended solely for the intended recipient. If you are not the intended recipient, please notify the sender by e-mail and delete this email permanently from your records. Do not copy or distribute this e-mail and any such actions are unlawful. Except where this email is sent in the usual course of business, the views expressed in this email are those of the sender. Triassic Solutions Pvt. Ltd. accepts no responsibility for any indirect damage or loss suffered by reason of inaccuracy or incorrectness of the information in this email.

+ Please consider our environment before printing this e-mail

*Handwritten signature in green ink*

Ms. Jyothis T S  
 Asst. Professor,  
 Dept. of CSE,  
 Jyothi Engg. College,  
 Cheruthuruthy.

Dr. SUNNY JOSEPH KALAMATHANKAL  
 M.Tech  
 Ph.D  
 Jyothi Engg. College  
 Cheruthuruthy  
 Phone: 670 531



03 Aug 2015

Niji Devassy

### Offer of Employment

Dear Niji,

Following your interview, we are pleased to offer you the position of **Engineer** at QBurst with an internship period of three months initially, on the following terms:


- **Compensation:** You will undergo a three-month internship with a monthly stipend of Rs 15,000. Upon confirmation after successful internship, your remuneration package will be ranging from **Rs. 20,000 to Rs. 25,000**. The break-up of the package after your successful internship is given in Annexure 1.
- **Other Benefits:**
  - Provident Fund: You will be eligible to participate in the voluntary provident fund scheme set up by the company in accordance with our Company policy.
  - Gratuity Scheme: You will be eligible for Gratuity scheme in accordance with our Company policy.
  - Medical and Life Insurance: You will be entitled to our Company's medical assistance scheme for self, spouse and two children. This scheme provides medical insurance cover upto INR 1,00,000 per annum, for inpatient treatment as per terms and conditions specified in the medical insurance policy. Every employee is entitled to a life insurance coverage of INR 5,00,000.
  - Appraisal System: Performance will be reviewed every six months from your date of confirmation and salary revisions will be applicable in the subsequent month.
- **Internship Period and Confirmation:** You will be on internship during the first three months of your employment. After successful completion of internship, your employment status will be probationary for the next three months. Following which, your employment status will be confirmed. The company may decide to extend your internship and/or probation, or not confirm you, if your performance is not up to expectations.
- **Working Hours:** Your working hours are from 8.30 AM to 5.30 PM with a half hour lunch break a day, from Monday to Friday. However, depending on project needs, such as providing overlap hours to our clients situated in other parts of the world, you may be asked to work a different shift.

True Copy Attested

QBurst

3<sup>rd</sup> Floor, Leela Towers, Pattom P.O., Trivandrum, India - 695004

[www.qburst.com](http://www.qburst.com)

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc. M.Phil. B.T.D.  
Ph.D (Computer Science), Ph.D (S.T.D.)  
PRINCIPAL  
Jyothi Engineering Coll.  
Cheruthuruthy P.O. - 679 5



- **Notice Period:** The regular notice period will be 2 months from date of acceptance of resignation.
- **Vacation:** Once you are on probation, you will be eligible for 20 days paid vacation annually on a prorated basis. The company's holiday calendar runs from the first day of January to the last day of December.

If you choose to accept this job offer, please submit soft copies of the following documents within 2 weeks of this offer date and also carry all original documents for verification on your date of joining:

1. Certificates proving educational qualifications.
2. Address proof
3. Passport and PAN card
4. Digital copy of your passport-size photograph
5. Experience letter
6. Aadhaar card

**Joining Details:** You are requested to report at Nisagandhi Building, Infopark, Nalukettu Road, Koratty P.O, Thrissur - 680308, Kerala on **12 August 2015, Wednesday** to complete the joining formalities.

Please revert with your acceptance at the earliest.

If there is anything you are unclear about, disagree with or wish to discuss, please feel free to contact us.

Sincerely,

**Ansar Shahabudeen**  
Director  
**QBurst**

True Copy Attested

*ammy*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, M.Phil, M. Phil, B Ed  
Ph.D (Computer Science), Ph.D (Maths)  
Principal  
Spring College  
Koratty P.O.- 679 531

**QBurst**

3<sup>rd</sup> Floor, Leela Towers, Pattom P.O., Trivandrum, India - 695004

[www.qburst.com](http://www.qburst.com)



### Annexure 1

(All figures in INR)

**QBurst**

Designation	Engineer
Cost to Company - Per Month	25,000

Salary Break-up		
COMPONENTS	MONTHLY	ANNUAL
- Basic	6,600	79,200
- Dearness Allowance	1,980	23,760
- House Rent Allowance	2,640	31,680
- Conveyance Allowance	1,500	18,000
- City Compensatory Allowance	1,250	15,000
- Special Allowance	1,320	15,840
- Other Allowance	9,710	116,520
<b>Total Cash Compensation</b>	<b>25,000</b>	<b>300,000</b>

**Other Benefits:**

Medical & Life Insurance Premium		5,000
----------------------------------	--	-------

**Deductions:**

TDS		
<b>CTC</b>		<b>305,000</b>

\*\*Please note that the take home pay as mentioned above shall be subject to applicable Income Tax as per the existing laws.

True Copy Attached

*Arman*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc., M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)

QBurst Training College

3<sup>rd</sup> Floor, Leela Towers, Pattom P.O., Trivandrum, India - 695004

[www.qburst.com](http://www.qburst.com)





s y s t e m s

Smart Minds Smart Solutions

Near Kings Park Layout  
Mary Hill, Kavoor Post  
Mangalore - 575 015.  
Ph.: 0824 - 2485306/307/308  
E-mail : info@diya.net  
www.diya.net

## OFFER OF EMPLOYMENT

November 21, 2015

Shilpa George

Kerala.

Dear Shilpa,

### Congratulations!

We are happy to inform you that, you have been selected for the position of **Technical Trainee** based on your application and subsequent discussions with us, and we are also glad to extend the offer of employment to you with Diya Systems (Mangalore) Private Limited, (the Company) starting from **November 23, 2015** or earlier, as per the details given below.

**Location:** You will be based in Mangalore; however you may require to work at other locations of company or client place, or both, and inside India or outside India as per business requirement. The company will seek to give you reasonable notice for travel requirement.

**Compensation:** Total Cost to the company of your compensation per annum will be **Rs 1,47,703/- ( Rupees one lakh forty seven thousand seven hundred and three only)** the breakup of the salary is given in Annexure - 1. All salary / allowances are subject to the deduction at source as per the applicable laws. If any deduction is to be made either prospectively or retrospectively pursuant to any changes made by the laws or interpretations thereof, same will be recovered.

**Provident Fund:** You will be required to participate in the Diya Systems (Mangalore) Private Limited Employee's Provident Fund Scheme where 12% of Basic & Dearness Allowance Or Rs 720/= (Rupees Seven hundred eighty only) whichever is lower, will be deducted from your monthly pay. And equal amount will be contributed by company to your Provident fund account on monthly basis.

True

Dr. SUNNY MATHANKAL  
M. Tech  
Ph. Ed  
(Maths)



**ESIC:** Employee state insurance deduction of 1.75% of your gross salary will happen in your monthly pay and 4.75% of your gross will be contributed by company to Employee state Insurance Corporation. You will be getting identification card from ESIC office where you can avail different medical facilities

**Transport Facility:** Company will provide transportation facility from Mary hill circle to office and office to Mary Hill circle between 8.00am to 8.00pm and from office to specified drop points and specified pick up points to office between 8.30pm to 7.30am as per company transport policy.

**Working Days & Shifts:** Company is working in the business module of 24 hours 7 days of operations and office timings are in line with US office specifications. Employees may work in shifts as per business requirements. Each employee of the company requested to work beyond office / shift hours to meet the project delivery deadlines whenever necessary.

**Leave & Public Holidays:** You are eligible for 21 days of leave during the calendar year i.e January to December. One restricted holiday & 10 days of public holidays published by the company during the beginning of the Calendar year as per project basis. You may refer the leave policy for the procedure of leave applying and getting approval. However during the probationary period of three months you are not eligible to avail any leaves unless emergency. Absenteeism during this period will result in loss of pay or extension of probationary period or termination of services.

**Probationary period:** You will be on probation for a period of three months from the date of joining after which you will be confirmed in writing subject to our satisfactory performance. However ,if the performance during this period is not satisfactory the company will have a right to either terminate your services during the probationary without any notice or extend this period of probation for a period deemed fit by the company.

**Transfer:** Your services are liable to be transferred from one department to another or Head Office to branches or between branches and also to client place as per business requirement.

**Resignation & Termination of Employment:** This contract of employment between employee and company may be terminated due to employee's resignation or retirement or reduction in headcounts due to business conditions or any disciplinary actions etc. The notice period for resignation /termination of services by the company will be 60 days. In case you leave the employment without notice, the company shall have the right to deduct 60 days of salary from any payment that may due to you. In the event of termination of your employment your account will be settled, only after you return properties of the company, correspondence or any other material entrusted to you.

**Documents:** You are hereby instructed to produce all your certificates in original for verification on the joining day. After satisfactory verification you may collect the same from Human Resources department.

True Copy Attested



Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech  
Ph.D (Cui)  
B Ed  
M.D (Maths)  
College



**Reference Check:** Your appointment will be subject to satisfactory reference check. You are requested to give two references with complete communication details like email id, Mobile & landline number etc.

**However, you will also be governed by all instructions/rules/policies of the company, which are not specifically included / mentioned in this letter and modified from time to time.**

We look forward you to join our company for a long and mutual beneficial association.

With Best wishes,  
For Diya Systems (Mangalore) Private Limited

B. Shyamprasad Hebbar  
Associate General Manager-Operations

True Copy Attested

*Amulya*

DR. SUNNY JOSEPH KALAYATHANKAL  
DR. SUNNY JOSEPH KALAYATHANKAL  
PHD (Qualification in Mathematics)  
Jy  
Cher  
C



Annexure - 1

Details of Salary structure

Salary structure and Overall CTC calculation		
Particulars	Per Month	Per Year
Basic	4000	48000
DA (including VDA)	2000	24000
House rent Allowance	2400	28800
Advance bonus	700	8400
Special Allowance	900	10800
<b>Total Cash Components</b>	<b>10000</b>	<b>120000</b>
Employer Contribution to PF	720	8640
Employer Contribution to ESIC	475	5700
Gratuity	289	3463
Meal Coupons	700	8400
Medi Insurance	125	1500
<b>Total Non cash benefits</b>	<b>2309</b>	<b>27703</b>
<b>Total Cost to company</b>	<b>12309</b>	<b>147703</b>

- Note:
1. Company contribution of provident fund will be made by organization to employees account on monthly basis as per Act.
  2. Employees are eligible for Gratuity as per Gratuity Act.
  3. Employees will be covered under Group Savings Linked insurance scheme as per company policy.

Your monthly take home salary is subject to the deductions like Professional Tax Income Tax, Provident Fund etc.

With Best wishes,  
For Diya Systems (Mangalore) Private limited,

B. Shyamprasad Hebbar  
Associate General Manager-Operations

True Copy Attested

*Ammy*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech (AI & ML) & Ph.D (IT)  
Ph.D (Computer Science) Ph.D (Maths)  
PRINCIPAL  
Engineering College  
Marathy P.O.-679 531



**HR – Talent Acquisition & Deployment**

HR TAD/B/PR-16049/63652/2015

21.07.2015

Prof. Muraleekrishnan  
HOD  
Computer Science & Engineering  
Jyothi Engineering College  
Cheruthuruthy  
Thrissur-679531

Dear Sir/Madam,

Sub: Verification of antecedents of candidate for employment in our Bank

While applying for the post of Probationary Clerk in our Bank, Kum./Smt. Angel Babu, D/O Shri. Babu Joseph, Athiyundhan House, Mukkattukara, Nettissery Po, Thrissur -680651 has mentioned your name for seeking opinion about her.

Kindly inform your opinion about the candidate with special emphasis on her efficiency, character, conduct, behavior etc. Please do not hesitate to comment on adverse features, if any, within your knowledge. We assure that your opinion will be kept in strict confidence.


Please furnish your opinion about the candidate in the enclosed format.

We will be grateful to receive your reply at the earliest.

Yours faithfully,

  
Prathapachandran A G  
Senior Manager

True Copy Attested

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531



**HR – Talent Acquisition & Deployment**

HR TAD/B/PR-16051/63652/2015

21.07.2015

Prof. Muraleedharan C  
HOD  
Computer Science & Engineering  
Jyothi Engineering College  
Cheruthuruthy  
Thrissur-679531

Dear Sir/Madam,

Sub: Verification of antecedents of candidate for employment in our Bank


While applying for the post of Probationary Clerk in our Bank, Kum./Smt.Athira Sasikumar, D/O Shri. Sasikumar M, Mannathamparambath House,Kothakulam Beach Road,Valapad P O, Thrissur -680567 has mentioned your name for seeking opinion about her.

Kindly inform your opinion about the candidate with special emphasis on her efficiency, character, conduct, behavior etc. Please do not hesitate to comment on adverse features, if any, within your knowledge. We assure that your opinion will be kept in strict confidence.


Please furnish your opinion about the candidate in the enclosed format.

We will be grateful to receive your reply at the earliest.

Yours faithfully,

  
Prathapachandran A G  
Senior Manager

True Copy

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
(B.A., M.A., M.Sc., M.Phil., B.Ed  
Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531



HR – Talent Acquisition & Deployment

HR TAD/B/PR-16052/63652/2015

21.04.2015

Prof. Muraleekrishnan  
HOD  
Computer Science & Engineering  
Jyothi Engineering College  
Cheruthuruthy  
Thrissur-679531

Dear Sir/Madam,

Sub: Verification of antecedents of candidate for employment in our Bank

While applying for the post of Probationary Clerk in our Bank, Kum./Smt. Dilna Jacob N, D/O Shri. Jacob Francis N, Nellissery House, Mayanad P O, Kozhikode -673008 has mentioned your name for seeking opinion about her.

Kindly inform your opinion about the candidate with special emphasis on her efficiency, character, conduct, behavior etc. Please do not hesitate to comment on adverse features, if any, within your knowledge. We assure that your opinion will be kept in strict confidence.

Please furnish your opinion about the candidate in the enclosed format.

We will be grateful to receive your reply at the earliest.

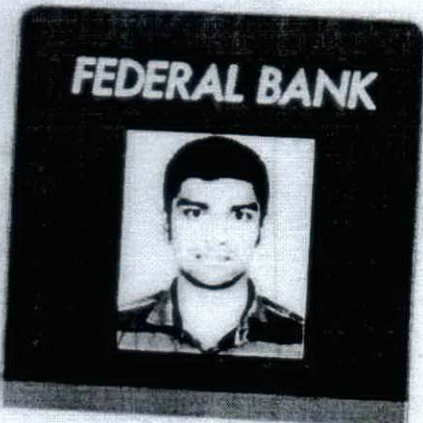
Yours faithfully,

Prathapachandran A G  
Senior Manager

True Copy

*Sunny*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc. M.Phil, B Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.-679 531





Name: NIDHISH P

Employee No: 16057

*Nidhish P*  
Employee's Signature

*[Signature]*  
Issuing Authority

**Permanent Address**  
PANTHALIL HOUSE, NEAR  
AJAPAMADAM,  
VANIYAMKULAM P O,  
OTTAPALAM, PLGT - 679522

Blood Group: B+

1. This identity card is issued to permanent employees of The Federal Bank Limited
2. This card is non transferable and shall be surrendered by the employee on cessation of service
3. This card belongs to The Federal Bank Limited if found, please return to:  
The Federal Bank Limited,  
Corporate Office,  
HR-Employee Relations & Operations,  
Aluva - 683 101, Kerala, India  
Phone No: 0484 - 2634124, 2634308  
Email: hroperations@federalbank.co.in

CAROL-UP

*[Handwritten signature]*

Dr. SUNNY ... AYATHANKAL  
M.T. ... B.Ed  
Ph.D. ... (Maths)  
Page  
16/11



HR – Talent Acquisition & Deployment

HR TAD/B/PR-16057/63652/2015

21.07.2015

Shri. Muraleedharan  
HOD, CSE Department  
Jyothi Engineering College  
Cheruthuruthy  
Thrissur-679531

Dear Sir/Madam,

Sub: Verification of antecedents of candidate for employment in our Bank

While applying for the post of Probationary Clerk in our Bank, Shri. Nidhish P, S/O Shri. Jayaprakash P, Panthalil House, Near Ajapamadam, Vaniyamkulam P O, Ottapalam, Palakkad -679522 has mentioned your name for seeking opinion about him.

Kindly inform your opinion about the candidate with special emphasis on his efficiency, character, conduct, behavior etc. Please do not hesitate to comment on adverse features, if any, within your knowledge. We assure that your opinion will be kept in strict confidence.


Please furnish your opinion about the candidate in the enclosed format.

We will be grateful to receive your reply at the earliest.

Yours faithfully,

  
Prathapachandran A G  
Senior Manager

True Copy Attested

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531



**HR – Talent Acquisition & Deployment**

HR TAD/B/PR-16059/63652/2015

21.04.2015

Dr. Babu K K  
Principal  
Jyothi Engineering College  
Cheruthuruthy  
Thrissur-679531

Dear Sir/Madam,

Sub: Verification of antecedents of candidate for employment in our Bank


While applying for the post of Probationary Clerk in our Bank, Shri.Rahul Krishna K R, S/O Shri. Ravindran K, Korattikattil House, Mundathicode P O, Thrissur -680601 has mentioned your name for seeking opinion about him.

Kindly inform your opinion about the candidate with special emphasis on his efficiency, character, conduct, behavior etc. Please do not hesitate to comment on adverse features, if any, within your knowledge. We assure that your opinion will be kept in strict confidence.

Please furnish your opinion about the candidate in the enclosed format.

We will be grateful to receive your reply at the earliest.

Yours faithfully,

  
Prathapachandran A G  
Senior Manager

True Copy Attached  


**Dr. SUNNY JOSEPH KALAYATHANKAL**  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531





HRD/3T/15-16/65022724  
Ms. Anusha Baby Kurialasseril  
Candidate ID: 65022724  
Kurialasseril (H), Kariyannoor,  
Erumapetty Po,  
Thrissur - 680 584  
Ph: (91) 94958 62690

October 07, 2015

Dear Anusha,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHARD  
Date: 2015.10.07 11:02:02 +05:30  
Reason: Offer Letter  
Location: Bangalore

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531

INFOSYS LIMITED  
CIN:L85110KA1981PLC013115

44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362

askus@infosys.com  
www.infosys.com





HRD/3T/15-16/64941259

May 29, 2015

Ms. Grace Mary Chittilappilly Anto  
Candidate ID: 65022736  
Grace Flower, Chittilappilly Kunjappu House,  
Palakkal PO, Thrissur,  
Thrissur, Kerala  
IN - 680027  
Ph: (91) 9495712164

Dear Grace Mary,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**SRIKANTAN MOORTHY**  
EVP AND GROUP HEAD - HUMAN RESOURCES

True Copy Attested

*Srikanth*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 686531

Digitally signed by SRIKANT  
MOORTHY  
Date: 5/29/2015 11:40:25 PM  
Reason: Offer Letter

**INFOSYS LIMITED**  
CIN:L85110KA1981PLC013115

44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261

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www.infosys.com





HRD/3T/15-16/65022776/E

Ms. Mannya Elizabeth Chandy  
Candidate ID: 65022776  
6/1667 Kakkassery,  
Kunduparamba Edakkad P.O.,  
Calicut - 673 005  
Ph: 98465 17584

January 1, 2016

Dear Mannya,

This is with regard to our Offer of Employment to you dated **October 7, 2015 (Ref: HRD/3T/15-16/65022776)**.

Please note that, your date of joining has been revised to **March 7, 2016**. The location of your initial reporting and training will be **Mysore, India**.

All the other terms and conditions mentioned in your offer letter remain unchanged. However, all the benefits are as per Company's policies, which are subject to change from time to time. The location of posting would be communicated to you upon successful completion of training.

Please note, this is the final extension to your Date of Joining the company. Failure to join the company on the above mentioned date would result in the offer of employment being null and void.

You are required to carry this letter along with signed copy of the offer letter on the day of your joining as a token of your acceptance.

Yours sincerely,

**RICHARD LOBO**  
**SENIOR VICE PRESIDENT - HRD**

Encl.: Annexure to the offer (as applicable to you).

I have read, understood and agree to the terms and conditions as set forth in this letter.

\_\_\_\_\_  
Your name in capital letters

\_\_\_\_\_  
Your Signature

Date: \_\_\_\_\_, 20\_\_\_\_

Location: \_\_\_\_\_

**Dr. SUNNY JOSEPH KALAYATHANKAL**  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
**PRINCIPAL**  
Jyothi Engineering College  
Cheruthuruthy P.O.-679 531

**True Copy Attested**





HRD/3T/15-16/65022784  
Mr. Mathew Jose Kodenkandath  
Candidate ID: 65022784  
Kodenkandath House,  
Marthabhavan Road,  
Thrissur - 680 005  
Ph: (91) 85474 20256

October 07, 2015

Dear Mathew,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
SENIOR VICE PRESIDENT - HRD

True Copy Attested

Digitally signed by LOBO RICHARD  
Date: 2015.10.07 11:02:05 +05:30  
Reason: Offer Letter  
Location: Bangalore

INFOSYS LIMITED  
CIN:L85110KA1981PLC013115

44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531  
askus@infosys.com  
www.infosys.com



HRD/3T/15-16/65022784

October 07, 2015

Mr. Mathew Jose Kodenkandath  
Candidate ID: 65022784  
Kodenkandath House,  
Marthabhavan Road,  
Thrissur - 680 005  
Ph: (91) 85474 20256

Dear Mathew,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

### Joining

Your scheduled date of employment with us will be **November 30, 2015**.

### Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

### Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training.

### Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

True Copy Attested

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531



**ANNEXURE - I**  
**(Compensation post Training)**

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Mr. Mathew Jose Kodenkandath
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
<b>I. MONTHLY COMPONENTS</b>	
BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
<b>MONTHLY GROSS SALARY</b>	<b>21,978</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
<b>FIXED GROSS SALARY (FGS) (1+2+3)</b>	<b>23,551</b>

<b>4. INCENTIVE COMPONENTS</b>	<b>At an indicative Payout of 5%</b>	<b>At an indicative Payout of 10%</b>	<b>At an indicative Payout of 15%</b>
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
<b>TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)</b>			<b>24,729</b>
<b>TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)</b>			<b>25,906</b>
<b>TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)</b>			<b>27,084</b>

**OTHER BENEFITS**

Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

\*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

**True Copy Attested**

*Sunny Joseph*  
**Dr. SUNNY JOSEPH KALAYATHANKAL**  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
[College Name] Engineering College





HRD/3T/15-16/65022792  
Ms. Mubeena Khalid  
Candidate ID: 65022792  
H Abdul Khalid, Door No:17/3, Phase No:2, Thirumarai Nagar,  
Podanur Main Road ,Coimbatore,  
Coimbatore - 641 023  
Ph: (91) 98956 22725

October 07, 2015

Dear Mubeena,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHARD  
Date: 2015.10.07 11:02:06 +05:30  
Reason: Offer Letter  
Location: Bangalore

INFOSYS LIMITED  
CIN:L85110KA1981PLC013115

44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India

T 91 80 2852 0261  
F 91 80 2852 0362

Dr. SUNNY JOSEPH KALAYATHAN  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.-679 551  
askus@infosys.com  
www.infosys.com

True Copy Attested





HRD/3T/15-16/65022808  
Ms. Nithara Radhakrishnan  
Candidate ID: 65022808  
Pournamy,  
Cherumundassery Po, Ambalappara,  
Palakkad - 679 512  
Ph: (91) 90372 86564

October 07, 2015

Dear Nithara,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHARD  
Date: 2015.10.07 11:02:07 +05:30  
Reason: Offer Letter  
Location: Bangalore

INFOSYS LIMITED  
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PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531

True Copy Attested





HRD/3T/15-16/65022828  
Mr. Roshin C Jackson  
Candidate ID: 65022828  
Vazhappilly Chakkath House,  
P.O.Kuriachira,  
Thrissur - 680 006  
Ph: (91) 96330 80380

October 07, 2015

Dear Roshin,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHARD  
Date: 2015.10.07 11:02:08 +05:30  
Reason: Offer Letter  
Location: Bangalore

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INFOSYS LIMITED  
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Electronics City, Hosur Road  
Bangalore 560 100, India  
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Dr. SUNNY JOSEPH KALAYATHAN  
M.Tech, MCA; M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (IT/IS)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 505

askus@infosys.com  
www.infosys.com

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HRD/3T/15-16/65022852  
Ms. Simi Simon Simon Pulicken  
Candidate ID: 65022852  
Pulicken House, P.O.Kurichikkara,  
Ponganamkadu, Thrissur,  
Thrissur - 680 028  
Ph: (91) 94973 18482

October 07, 2015

Dear Simi,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.


Warm regards,

**RICHARD LOBO**  
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHARD  
Date: 2015.10.07 11:02:10 +05:30  
Reason: Offer Letter  
Location: Bangalore

INFOSYS LIMITED  
CIN:L85110KA1981PLC013115

44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362



Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531

True Copy Attested

Company Confidential - This communication is confidential between you and Infosys Limited.





HRD/3T/15-16/65022856  
Ms. Thasneem Valiyakath Abdul Jalceel  
Candidate ID: 65022856  
Valiyakath House, Firdouse,  
Vettikkattiri Po, Cheruthuruthy,  
Thrissur - 679 531  
Ph: (91) 94478 06557

October 07, 2015

Dear Thasneem,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO  
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHAR  
Date: 2015.10.07 11:02:11 +05:30  
Reason: Offer Letter  
Location: Bangalore

INFOSYS LIMITED  
CIN:L85110KA1981PLC013115

44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362

*Ramkrishna*

Dr. SUNNY JOSEPH KALATHAMMAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531

True Copy Attested





Ref: TCSL/DT20142596784/776587/Trivandrum  
Date: 19-10-2015

MS. VIDYA P  
Sripadam Devi Nagar,  
Punkunnam P.O., Thrissur,  
Kerala-680002.  
Tel# 919947283338

**Sub: Joining Letter**

Dear Ms. Vidya P,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **21st December 2015 at Trivandrum**. You are requested to report at the address detailed below on **21st December 2015 at 08:30 AM**.

Tata Consultancy Services Ltd.  
Peepul Park, Technopark Campus,  
Kariyavattom P.O.,  
Trivandrum, Kerala-695581.  
(Route map of the ILP Centre can be viewed on TCS NextStep>>ILP Corner>>ILP Centres)

Contact Person: Mr. Alpha R.S  
Phone: 914716629400  
Email Id: alpha.rs@tcs.com  
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

**Initial Learning Program (ILP)**

Learning is a way of life in TCSL and Initial Learning Program (ILP) will add value to your professional life and will open a world of opportunities.

**ILP Phase I**

The first phase of ILP is specially designed to inculcate programming rigor and to build a process mindset. The soft skills module of ILP would help in grooming you become a world class professional. On successful completion of this phase of ILP, you would move to the next phase

Private and Confidential  
**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited  
Akruti Business Port Gateway Park Road NO. 13 MIDC Andher Mumbai 400 084 India  
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com  
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 025 India

*h rana*  
Dr. SOMNATH JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.-679 531

ST  
NOL





Ref: TCSSL/DT20142603578/776570/Trivandrum  
Date: 19-11-2015

MS. NEENU VINCENT  
Rachana null,  
Mayanad P.O, Kozhikode,  
Kerala-673008.  
Tel# 919446539711

**Sub: Joining Letter**

Dear Ms. Neenu Vincent,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **30th November 2015** at **Chennai**. You are requested to report at the address detailed below on **30th November 2015** at **08:00 AM**.

Tata Consultancy Services Ltd.  
MARG SQUARE, No. 16, Rajiv Gandhi Salai (IT Express Way),  
Old Mahabalipuram Road, Karapakkam, Chennai,  
Chennai, Tamil Nadu-600097.  
(Route map of the ILP Centre can be viewed on TCS NextStep>>ILP Corner>>ILP Centres)

Contact Person: Ms. Nithya Rangarajan  
Phone: 04466165038  
Email Id: nithya.rangarajan@tcs.com  
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

### Initial Learning Program (ILP)

Learning is a way of life in TCSL and Initial Learning Program (ILP) will add value to your professional life and will open a world of opportunities.

### ILP Phase I

The first phase of ILP is specially designed to inculcate programming rigor and to build a process mindset. The soft skills module of ILP would help in grooming you become a world class professional. On successful completion of this phase of ILP, you would move to the next phase

*Bonchi*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL

Private and Confidential

True Copy Attested

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Axiuti Business Park Gateway Park Road NO.13 MIDC, Andher. Mumbai 400 081  
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com  
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

Page | 1  
Jyothi Engineering College  
Chennai  
Chennai, Guruthy P.O. - 679 531



----- Forwarded message -----

From: "Elizabeth Mathew" <Elizabeth.Mathew@ibsplc.com>

Date: 02-Jun-2015 4:18 pm

Subject: Welcome Onboard

To: "k.remya375@gmail.com" <k.remya375@gmail.com>

Cc: "Suresh Kumar Kottarath" <Suresh.Poduval@ibsplc.com>, "Shari Chandran Menon" <Shari.Menon@ibsplc.com>

Dear Remya,

Welcome to the IBS family!

IBS Software Services is a product-led services company, a transformational business partner to the global Travel, Transportation & Logistics industry. We look forward to your joining us on 5 Jun'15.

You are requested to report at Hotel Olive Eva - Edesia Hall (Lobby level Banquet Hall) Opp. Carnival Info Park, Near Smart City, Kakkanad, Cochin-682 030 on 5 Jun'15 (Friday) at 8:30 am.

Please make sure, it is mandatory that you comply on the following when you come for joining on 5 Jun 2015:

1. Fill in the forms attached with this email and bring a print out of the filled form
2. Need to confirm you have scored 70% Marks in your graduate degree
3. Carry the original and Xerox copies of your education certificates, ID proofs (Aadhar card, Passport, Voter ID/Driving License, Pan Card) and offer letter
4. Your employment is governed by a two year service agreement so you should come with 2 guarantors (One can your parent or spouse and other guarantor can be a relative or any acquaintance). Please note siblings will not considered as guarantor.
5. Carry the original and Xerox copy of your guarantor's ID proof
6. Bring seven formal passport size photographs with white background and 1 stamp size photograph on the joining day.

PFA the route map to Hotel Olive

Please note that you have to bring a print out of this email and show it at the security gate to get entry into the building.

You may contact Elizabeth/Surya (0471 6614371) Shari (8281477917) should you need any assistance.

Please confirm your joining by return e-mail on or before 3 Jun'15 (Wednesday).

Best Regards  
HR Team  
IBS Software Services

True Copy Attested

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531



Dear Anna Joby Manjilla,

Welcome to the US Technology Family!

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 Pvt Ltd. ("US Technology")**. Please accept our heartiest congratulations.

You have every reason to be excited at the prospect of this opportunity to work with one of the best companies in the world. US Technology is one of the fastest growing IT companies in the world. During your tenure in US Technology, you will have ample opportunity to learn and develop, personally as well as professionally. The Company will expose you to a world-class, professional environment that should help you to become a top-notch software professional.

You have performed extremely well in the selection tests and you should be proud of being selected for this opportunity from a large crowd of aspirants. As much as you would have high expectations from the Company, it is only natural that the Company would expect the same from you.

Your initial designation will be **"Software Engineer ILP" (Band & Grade – A1)**. You will be on probation for a period of 6 months beginning the start date of employment. On successful completion of probation, you will be re-designated as **"Software Developer" (Band & Grade - A2)**.

Your annual CTC will be **300,000 (Three Lakhs)**. Please find the annual salary break-down structure in Annexure-1.

In order to enable you to reach a high level of proficiency and effectiveness in the software industry, the Company will provide you training for a period of ten (10) weeks during the probation period. However, the company reserves the right to change the duration of your training period based on business requirements. The company will make sure that changes, if any, regarding the duration of the training, are communicated to you well in advance.

During probation, you will undergo training according to the schedules fixed by the Company. Normally your training timings will coincide with the normal working hours of the establishment of the Company where you are placed. You may also be called upon to attend training as and when required on holidays. You will comply with all regulations of the Company in relation to conduct and discipline as applicable to employees. In case you conduct yourself in a manner that is in violation of such regulations, the Company shall be entitled to discontinue your probation/employment forthwith, without notice or payment in lieu of notice.

The Company shall have the right to terminate your probation/employment without any notice or payment in lieu of notice, if any declaration given or information furnished by you to the Company is found to be false or if you are found to have willfully suppressed any material information or on non performance during probation/training.

During probation, a notice of one month is required to terminate employment from either side. The Company may terminate your employment by payment in lieu of the one month's notice, without assigning any reason whatsoever, at the sole discretion of the Company.

Your employment will be confirmed after a period of 6 months subject to your performance during this period. The Company may, in its sole discretion, decide to extend your period of probation for a further period of upto 3 months if your performance is unsatisfactory. Successful completion of training is mandatory and will be an important criterion for confirmation.

True Copy Attested

*Signature*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruvu P.O. - 679 531



**ERICSSON** 

ESSJAY ERICSSON (P) LTD.

CIN - U74899DL1971PTC005492

Attending to this Matter  
GR/EEL/Vimal Mohan

Essjay Ericsson Confidential  
LETTER OF ENGAGEMENT AS APPRENTICESHIP TRAINEE

Date: 5-Aug-15  
Reference: EEL/HR/AT5:0423

RAZIL AHMED F A

Letter of Engagement as Apprenticeship Trainee

Dear Razil,

Congratulations!

It was our pleasure to note your interest and having opportunity to professionally interact with you. Based on our discussions, we are pleased to engage you as Apprentice Trainee in accordance with the Apprentice Act, 1961 in our organization for a period of one year on the terms and conditions mentioned in Annexure 1 A of this Letter of Engagement as Apprenticeship Trainee (hereinafter referred to as "Letter of Engagement").

You are hereby informed that your date of joining our organization shall be on or before 17-Aug-15. During your engagement with us you will be paid a monthly stipend of Rs 10000 pm. This Letter of Engagement is provisional and is dependent on you fulfilling all the joining formalities including the submission of all the documents detailed in Annexure 1 B of this Letter of Engagement.

We welcome you and look forward to your being part of "Essjay Ericsson Family".

With best wishes

Yours sincerely,  
ESSJAY ERICSSON PRIVATE LIMITED



Vimal Mohan  
Head  
Human Resource, EEL



Accepted (Received with Annexure)  
Date  
Signature

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531

**True Copy Attested**

This offer of Appointment should be read in conjunction with Annexures containing the detailed terms and condition of employment.  
Regd. Office: 210, F.I.E., Patparganj Industrial Area Delhi-110092, INDIA, Tel: + 91 11 22158669, Fax: + 91 11 22158670







# MARCURA INDIA

September 02, 2015

ASHIK KV  
Executive  
Grade-7

Dear ASHIK KV

Congratulations! We are pleased to confirm that you have been selected to work for our company, Marcura India Services Pvt. Ltd.

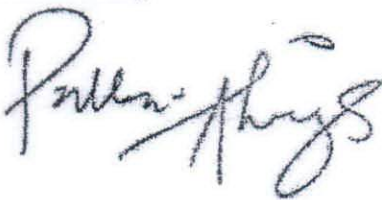
The position we are offering you is that of Executive at Grade (7) with an annual cost to company of 2.41 lacs. Your working hours will be subjected to the shifts timings as discussed in the interview process. The probationary period of your employment is six (06) months.

We would like you to start work on September 15, 2015 at 10:00am. Please report for orientation at our current office located at 1610-1615, 16<sup>th</sup> Floor, Rupa Solitaire, Millennium Business Park, Mahape, Navi Mumbai, India. If this date is not acceptable, please contact me immediately.

Your salary details are provided in the attachment. You may be required to travel for work and be transferred to a different location.

We welcome you to our organization and trust we will have a long and mutually rewarding association.

Yours sincerely,



Pallavi Ahuja  
Group HR and Training Manager



True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cherathuruthy P.O. - 679 531



Salary Annexure

ASHIK KV		
Particulars	Proposed	
	Per Month	Per Annum
Basic	7000	84000
HRA	3500	42000
Conveyance	800	9600
Education Allowance	200	2400
Medical	1250	15000
Food Coupon	1250	15000
Gift Voucher	417	5004
LTA	583	6996
Bonus***	583	6996
PF**	840	10080
Insurance**	833	9996
Gratuity**	336	4032
Variable Pay	2513	30156
<b>Total</b>	<b>20105</b>	<b>241260</b>

\*\* Denotes monthly deductions; \*\*\* Denotes annual payment

*Amur*

**Dr. SUNNY JOSEPH KALAYATHANKAL**  
 M.Tech, MCA, M.Sc, M.Phil, B.Ed  
 Ph.D (Computer Science), Ph.D (Maths)  
 PRINCIPAL  
 Jyothi Engineering College  
 Cheruthuruthy P.O.- 679 531

Offer Acceptance

I, Ashik kv, accept this offer of employment on the terms and conditions mentioned in the offer letter.

Signature : *Ashik* Date: 3/9/2015

(Please return a copy of this offer letter duly signed to indicate your acceptance of the offer.)

True Copy Attested



27-NOV-15



Mr. JITHIN JOSE  
Trissur

Dear JITHIN JOSE

It gives us immense pleasure in inviting you to join Talentpro India HR Pvt Ltd as one of its valuable associates. You will be deputed to work as **FME** at any of our Client Office(s) as may be determined by us and which would be specified in the Letter of Appointment to be issued further to this Offer Letter.

Your position will carry a Net – **Rs.11420/-** per month.

Your employment with us will be for Eleven months from your date of joining, on a Fixed Period Agreement. The fixed period agreement will automatically expire at the end of Eleven months from your date of joining. Notwithstanding the above, your appointment shall be co-terminus with the arrangement as between Talentpro India HR Pvt Ltd! and its Client to which you are to be deputed, in which case your appointment is liable to be terminated even before the expiry of the said term of eleven months, in case the aforesaid arrangement is to come to an end before the agreed term of Eleven months.

We would prefer you to join us on or before **01-DEC-15**. A formal appointment letter will be issued to you subsequent to your joining our organization and we will require you to submit various documents for our records.

We are confident that you will contribute to the organization and its goals and add value through your roles. Please sign your acceptance of this offer on the duplicate copy of this offer letter.

Once again, Welcome to Talentpro India HR Pvt Ltd!

Sincerely,  
For TalentPro India HR Pvt Ltd.

Authorised Signatory

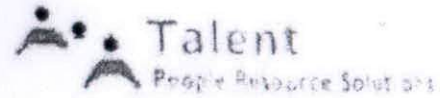
I accept the offer and will be joining on:

Name :  
Signature :

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.-679 531





27-NOV-15

Mr. Charles Benny Anthony  
Malappuram

Dear Charles Benny Anthony

It gives us immense pleasure in inviting you to join Talentpro India HR Pvt Ltd as one of its valuable associates. You will be deputed to work as **FME** at any of our Client Office(s) as may be determined by us and which would be specified in the Letter of Appointment to be issued further to this Offer Letter.

Your position will carry a Net – **Rs.11420/-** per month.

Your employment with us will be for Eleven months from your date of joining, on a Fixed Period Agreement. The fixed period agreement will automatically expire at the end of Eleven months from your date of joining. Notwithstanding the above, your appointment shall be co-terminus with the arrangement as between Talentpro India HR Pvt Ltd! and its Client to which you are to be deputed, in which case your appointment is liable to be terminated even before the expiry of the said term of eleven months, in case the aforesaid arrangement is to come to an end before the agreed term of Eleven months.

**This Copy Attested**

*Amruth*

We would prefer you to join us on or before **17-DEC-15**. A formal appointment letter will be issued to you subsequent to your joining our organization and we will require you to submit various documents for our records.

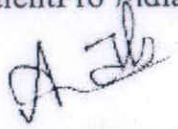
**DR. SUNNY JOSEPH KALAYATHANKAL**  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Ed) Please  
PRINCIPAL  
Jyothi Education College

We are confident that you will contribute to the organization and its goals and add value through your efforts.



Once again, Welcome to Talentpro India HR Pvt Ltd!

Sincerely,  
For TalentPro India HR Pvt Ltd.



**Authorised Signatory**

I accept the offer and will be joining on:

Name :  
Signature :



Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech; MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531

True Copy Attested





# LEO COMMUNICATIONS

Sri Muneswara Estate, Next to Vijaya Bank, Turnkur Road,  
Peenya, Bangalore - 560 058. Phone : +91 80 28394083  
Fax : +91 80 41492721 Mobile : +91 98451 73805  
e-mail : leocomm@rediffmail.com

LEO/JOL/2015-16

15<sup>th</sup> Dec 2015

**Mr. JIJO JOY**  
Thrissur, Kerala.  
Ph : 7403470067  
Email : jijothon@gmail.com

## JOB OFFER LETTER

Ref : Application for the post of Technician (Operations) - EIPL KL

We are pleased to inform you that, you have been selected by our customer EIPL KL, for the post of Technician (Operations) – EIPL KL.

Your appointment is based on the requirement of our customer EIPL KL & you are being deputed to work & report to our customer assigned Cluster Lead and will have to report to him on 15<sup>th</sup> Dec 2015.

Your Basic Salary will be Rs. 9500, DA - Rs. 4000, Risk Allowances – Rs. 3000 , Fixed Mobile Allowance – Rs. 700. Your Gross Salary will be Rs. 16950.  
Statutory deductions such as ESI, PF ,Professional Tax & TDS will be applicable as per the existing rules.

The tenure of appointment & appraisal are fully based on the requirements / recommendations of our above mentioned customer.

Notice period of 30 days is applicable for the employee / employer in case of resignation / termination.

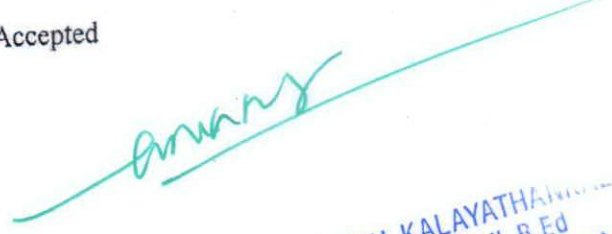
Kindly send us your acceptance within 7 days from the date of receipt of this offer letter.

Regards,

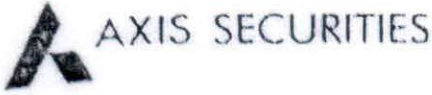
Offer Accepted

  
HAREESH K  
+91 9845173805  
LEO COMMUNICATIONS

True Copy Attested

  
(Name & Signature of Candidate & Date)  
SUNNY JOSEPH KALAYATH  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering Col  
Cheruthuruthy P.O.-67





Date: 22 February 2016

Miss Nivya M S  
Muttath House  
P O Ollur  
West Bazar  
Thrissur-680306

Dear Madam,

We are pleased to appoint you in our organization as Executive Sales in the department of **AGRI & RURAL BANKING – OPERATIONS** on the following terms and conditions.

**Commencement / Term:**

You are required to join our organization on or before **22 February 2016**. Your place of work shall be presently at Kochi. You will be on probation for a period of six months or such extended period as may be decided by the company based on your performance during the probation period.

**Remuneration :**

Compensation	Monthly (Rs)	Annual (Rs)
Basic	10,000	120,000
HRA	2,200	26,400
Special Allowance	1174	14,088
Provident fund, ESIC	860,766	10320,9192
CTC	15,000	180,000

Salary and grade offered to you as above is based on the representation made by you during your interactions with the company officials and/or documents submitted by you.

**True Copy Attested**

*Annur*

Axis Securities Limited  
**Dr. SUNNY JOSEPH KALAYATHANKAL**  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531



**BINARY FOUNTAIN SOLUTIONS INDIA PVT. LTD.**

**EMPLOYMENT AGREEMENT**

The following agreement is entered into between Mr Joseph Thomas, residing at Thachad House, Nairthara, Vadakkencherry P. O., Palakkad - 678683 and Binary Fountain Solutions India Pvt. Ltd., having their registered office at 2<sup>nd</sup> Floor, Amstor House, Technopark, Trivandrum - 695581.

With reference to his application, and subsequent interviews he had with us, Mr Joseph is being offered a position in our organization as Tagging Analyst - Trainee (please refer annexure for job profile) to the following terms and conditions:

He will be on probation for a period of six months. At the end of six months, his performance will be evaluated and his employment will be confirmed subject to a favourable evaluation of his performance.

His gross salary at the start of his employment will be Rs.15,000 (Rs. Eighteen Thousand only) per month or Rs. 1,80,000 (Rs. One Lakh Eighty Thousand Only) per annum. The salary breakup is shown below:

Salary Structure	Salary breakup Percentage	Amount (Rs.)
Basic	41%	6150
DA	20%	3000
HRA	15%	2250
Project Allowance	14%	2100
Others	10%	1500
	<b>Gross Pay</b>	<b>15000</b>
		220
Petrol Allowance	<b>Net pay</b>	<b>15220</b>

The company may modify compensation and benefits from time to time, as it deems necessary.

The employee will be eligible for salary revisions at the company's discretion

The Employee's appointment is being made on the basis of the particulars declared by the employee in the resume forwarded to us and in case any information as given herein is found

True Copy Attached



**binaryfountain**  
Solutions India Pvt. Ltd.

binaryfountain

2nd Floor, Amstar House, Technopark,  
Trivandrum - 695581  
Kerala, India  
Tel: +91 471 4099100  
Fax: +91 471 4099093  
Email: info@binaryfountain.com

**BINARY FOUNTAIN SOLUTIONS INDIA PVT. LTD.**

the appointment will be deemed to be void ab initio and liable for termination without notice or salary in place of notice.

The employee has a maximum of 10 days paid leave per year. Other leave benefits can be availed as per the prevailing leave policy.

The employee shall report in our office at Technopark Trivandrum on or before Monday, March 7th, 2016.

The employee will have to bring 5 copies of his latest passport size photograph, and the originals and one set of copies of all certificates on the joining date.

During the probationary period, either party may at any time terminate the employment under this agreement by two weeks' notice. Once confirmed, the standard notice period of two months will apply. The employee is not entitled to leave during the notice period.

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

This offer of employment is conditioned upon the employee executing the attached Proprietary Information, Inventions, and non-competition agreement

Mr Joseph may please contact us on or before March 7th, 2016, for any further clarifications.

For Binary Fountain Solutions India Pvt. Ltd.

  
**True Copy Attested**

Sunil S. Kumar

Managing Director

Date: 07.03.16



**Dr. SUNNY JOSEPH KALAYATHANKAL**  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
**PRINCIPAL**  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531



HINO/HR/197/15-16  
14<sup>th</sup> December 2015

**Hykon**  
Powering the Nation

To,

Ms. Akhilla Puthoor  
Western Bazar  
Anantkutara  
Thrissur - 680618  
Ph - 0487-2383783

Dear Ms. Akhilla,

Sub: Letter of Joining

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you are selected for the post of CRM Executive -Trainee at our Head Office - Thrissur on the following terms and condition.

- 1) That, you will join duty on 14/12/2015
- 2) That, you will be appointed on training for a period of 6 months from the date of your joining.
- 3) That, you will be paid salary of Rs.7000/- per month for your aforesaid assignment. In which we will deduct Rs. 1000/-pm for a period of 6 months as security deposit and the same will be refunded after one year service
- 4) That, your service can be transferred to any other department/section/sister concerns.
- 5) That, besides the above conditions, your service will be governed by the company policy, service rules, code of conduct and other rules and regulations as in existence in the organization and made from time to time.
- 6) That, the employment offered carries responsibility and entails confidence and in case at any time your integrity is found doubtful and/or the management at their own assessment losses confidence in you the employment shall stand cancelled.

In case you accept the aforesaid terms and conditions, please confirm your acceptance by signing the duplicate copy of this letter.

For Hykon India (P) Ltd.  
(ISO Certified Company)

Jude Antony  
DGM - Customer Support

True Copy Attested

*Amund*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Kuttanadu P.O. - 679 531

Cc: -

1. Accounts Dept. / Administration Dept. / Service Dept.  
Corporate Office: Hykon House, Ikkanna Warriar Road, Thrissur - 680 001. Ph. 0487-2444183, 2444183

UPS, Inverter, Power Supplies, Servo, Motor, Transistor, With Designing, Software, Lighting, Pumping Systems, Batteries, Chargers  
In Trichur, Kochi, Thiruvananthapuram, Kozhikode, Kollam, Kuttanadu, Chennai, Trichy, Coimbatore, Mangalore, Bangalore





Ref: PTPL/ADM/15/04

29-Jun-2015

To

Ms Manisha Gerge  
C/o Mr. Wincy Thomas  
8 Shanti Vilas, S H layout  
4th Cross, Kavalbyrasandra  
RT Nagar, Bengaluru 560032

## Sub: Offer for Employment

Dear Ms Manisha,

Further to your application dated 12-Jun-2015 and subsequent interviews you had with us, we are pleased to offer a position in our company on the key terms and conditions given hereunder:

### 1. Job Position & Remuneration

- 1.1 (i) Trainee Junior Engineer (R&D) for Six months (may be reduced/ extended),  
(ii) Probationary Junior Engineer (R&D) for one year, after successful completion of Trainee Junior Engineer (R&D) period.
- 1.2 Monthly Emoluments:  
(a) Trainee Junior Engineer: Rs. 6,000/- First three months, Rs. 7,000/- thereafter.  
(b) Probationary Junior Engineer (R&D): Rs. 11,000/-.
- 1.3 Statutory deductions shall be applicable on earnings during the regular employment after successful completion of the training.

### 2. Joining Period, Training, Probation & Termination of Employment Contract

- 2.1 You may join us on or before 06-Jul-2015.
- 2.2 The training period during position as **Trainee Junior Engineer (R&D)** shall be for a period of six months from date of joining.
- 2.3 The training period may be reduced or extended based on your performance and at the sole discretion of the company management.
- 2.4 On successful completion of training, you shall be absorbed as **Probationary Junior Engineer (R&D)** for one year, subject to the validity of vacancy in our company.
- 2.5 You will be on probation for a period of three months from the date of joining as Probationary Junior Engineer (R&D), which can be extended or reduced depending on your performance and at the sole discretion of the company management.
- 2.6 At the end of the training period and the probation period your employment shall be deemed terminated unless you have been issued communication from the company in writing confirming your appointment or extending your training/ probation period.

### 3. Leave

- 3.1 You will be eligible for leaves & holidays as per the company policy.
- 3.2 You are eligible for 1 day leave every month; total 12 days in a calendar year.
- 3.3 Any leave in excess of above limit will attract pro-rata deductions from the remuneration.

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL  
MCA, M.Sc, M.Phil, B.Ed  
(Computer Science), Ph.D (Maths)  
Principal  
Jyoti Engineering College  
P.O.- 679 531

*Amud*



- 3.4 Any continuous leave of more than 3 days shall be granted only in exceptional situations with proper justification and documentary proof, such as medical certificate, to the satisfaction of the company management.
- 3.5 Frequent leave will be treated as an act of indiscipline and suitable actions may be initiated in such cases.

#### 4. Transfer

- 4.1 Your initial place of work will be at Bangalore. However, as per changing work requirements, your services are transferable. You may be assigned to any of the company's subsidiaries or associated companies in any location within or outside of India.

#### 5. Working hours

- 5.1 (i) Full Day from Monday to Friday  
(ii) Half Day on Saturday
- 5.2 You will be informed separately about the working hours, break period and weekly offs applicable for your tasks.

#### 6. Termination

- 6.1 During the period of training and also during the period of probation, either side (you or the company) can terminate this employment contract by giving 30 (thirty) days' notice or payment of Two months' current salaries in lieu thereof.
- 6.2 In regular employment after successful completion of training and/or probation, either side (you or the company) can terminate this employment contract by giving 60 (Sixty) days' notice or payment of Three months' current salaries in lieu thereof.
- 6.3 The Company may, however, immediately terminate your services without any compensation or notice for:
- Committing any breach of your duties and responsibilities under this contract.
  - For moral and / or professional misconduct, which contravene the express or implied conditions of your employment.
  - For any breach of confidentiality pertaining to the company or its business.
  - For giving wrong particulars in the application for employment.
  - For continuous absence of 7 (seven) days without prior approval of management (including overstay of leave)
  - For any violation of the Company Policies.
- 6.4 Further, the services of an employee can be terminated on the grounds of unsatisfactory performance, if the employee is, in the opinion of the Management, incompetent and unsuitable for continued employment and the employee's continuance is detrimental to the interest of the company.
- 6.5 Company reserves the right not to relieve you of your services in the event that all company documents/property in your custody have not been properly handed over by you to an authorized representative of the Company.
- 6.6 You will retire on attaining an age of 60 years. Any extension may, however, be given at the discretion of management. You may be retired earlier if found medically unfit.

#### 7. Internet Code of Conduct

Every staff member has a responsibility to maintain and enhance the company's public image, and to use the Internet facility provided by the company in a productive manner. All

True Copy Attested

*Sunny Joshi*

Dr. SUNNY JOSHI  
M.Tech, MCA, Ph.D (Computer Science), Ph.D (Maths)  
Fondros Technologies Pvt. Ltd



communications should be for professional reasons. Employees are responsible for seeing that the Internet is used in an effective, ethical and lawful manner.

## 8. Confidentiality

- 8.1 You shall not disclose or divulge any confidential information related to the company's business or its customers which may come to your knowledge or possession during the tenure of your employment, and which you should not disclose or make public except in course of the proper execution of your services.
- 8.2 You shall not, except with the written permission of the company, engage directly or indirectly in any other business, occupation or activity, whether as principal agent or otherwise, which will be detrimental, whether directly or indirectly to the company's interests.
- 8.3 You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the Company.
- 8.4 Except on the proper course of your employment, or thereafter, you shall not divulge to any third party any information regarding the affairs or business matters of the Company or information regarding its project titles and customers without prior written approval. All information that comes to your knowledge by reason of your employment with the Company is deemed to be confidential. In case of a breach of trust, the company retains the right to claim damages / losses / compensation occurred due to this act to an extent up to 6 (six) times of your annual compensation.
- 8.5 You shall confirm that you have disclosed fully all of your business interests to the Company whether or not they are similar to or in conflict with the business (es) interests or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. You agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.
- 8.6 You will not (except in the normal course of the company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press relating to company's products or to any matter with which the company may be concerned unless you have previously obtained written permission from the company.

## 9. Others

- 9.1 Upon separation from the Company on account of either resignation or termination, you need to immediately return to the Company all the assets and property (including any leased properties) of the company including documents, files, books, papers, memos and all electronic gadgets (including SWIPE card, floppy disc and CD's etc) provided to you and/or in your possession or custody.
- 9.2 Please note that all amounts payable to you shall be subject to deduction of income tax, as per government regulation at the rate applicable thereof. Please note that the company shall not be liable for any misappropriation of facts and figures by you in regard to tax deductions during your previous employment.
- 9.3 Unwelcome speech or conduct in the workplace or during the course of employment that could be construed as harassing, whether committed by supervisors or non-supervisory employees, is strictly prohibited. In addition, any unwelcome sexual advances and/or requests for sexual favors and/or other verbal or physical conduct of a sexual nature will be considered as sexual harassment. Such conduct, or condoning such conduct, will not

True Copy Ailes



be tolerated and may result in disciplinary action up to and including termination of employment.

#### 10. Job Responsibilities

10.1 Your key job responsibilities include the following. However, it may vary from time to time based on the company's needs.

- (i) Design, development, testing and assembly of Electronic circuits & systems.
- (ii) PCB design and soldering.
- (iii) Preparing project related documents such as Technical proposal, Technical compliance matrix, Design document, Quality & Reliability document, User Manual, Maintenance Manual and Service Manual etc.
- (iv) Participation in Technical meetings, seminars and conferences local and outstation.
- (v) Description and demonstration of the product(s) to the new customers.
- (vi) Any other related tasks that management may assign on need basis.

10.2 Training, guiding, supporting and managing juniors, if any, working below you.

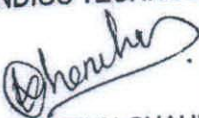
#### 11. Non Disclosure Agreement

10.1 You will be required to execute a Non-disclosure agreement with the company on joining.

The company reserves all the rights to change any rules & regulations as it deemed necessary from time to time & you will be governed by rules and regulations of the company which are in force and as many be added, amended or introduce in future.

We take this opportunity to wish you well and look forward to along and mutually beneficial relationship with the company.

for PENDIOS TECHNOLOGIES PVT.LTD,

  
(VIRENDRASINH CHAUHAN)  
Sr Manager (HR & ADM)




**ACCEPTANCE**

I have read and understood the aforementioned terms & conditions of my appointment at Pendios Technologies Private Limited. I hereby accept the same.

Date: 06/07/15

*Manisha George*

  
(Manisha George)  
Dr. SUNNY JOSEPH  
M.Tech, MCA, M.Sc, M.A, B.E  
Ph.D (Computer Science), Ph.D (M)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O - 679 531



June 1, 2016

**SEETHAL V PIUS**

Vazahappilly House, Arthat P.O.,  
Kunnamkulam, Thrissur, Kerala-

**SUB: Appointment Letter**

Dear SEETHAL,

We are pleased to appoint you as Salesforce Developer - Trainee at Suyati Technologies Pvt. Ltd, on the terms and conditions as follows:

**General terms and conditions of this offer:**

1. Your joining date should not be later than June 1, 2016. If for whatever reason, you are unable to meet this date, please contact the undersigned immediately.
2. The Company shall pay you a Gross Salary of Rs. 220000 per annum. The details of your pay structure including applicable bonuses have been provided in Annexure A and Annexure B. The company may change the salary structure anytime per any new rules and regulations or per its requirements.
3. The Management from time to time, will determine the increment based on merit. Promotions or appointments to various roles will depend on your performance and potential, and also on the availability of openings within our organization.
4. You will also be entitled to the benefits that may be applicable to your grade from time to time.
5. This appointment offer is made for work at Kochi. However your services are liable to be transferred or assigned, to the Company's branch offices, or at customers' location or at partners' location anywhere in the world. Such transfers or assignments may occur at anytime at the Company's discretion.
6. In case you are currently employed, you are expected to join Suyati Technologies Pvt. Ltd. after your present employer formally relieves you. However, in case you are unable to present the relieving letter at the time of joining, Suyati will not be liable for any consequences arising out of your previous employment.
7. You will be on probation for a period of six months from your date of joining. the company may at its discretion, extend the period of probaton for a further period of six months. During probation you will be required to give one month's written notice in case you decide to leave our services. On confirmation, you will be required to give two month's written notice or salary thereof in case you decide to leave our services subject to the company's discretion; in the event of you having any incomplete assignments, the company will have the discretion to relieve you only at the end of the two-month notice period. Similarly the company can terminate your services by giving you two month's notice or salary thereof.
8. You are required to maintain total confidentiality with regards to your compensation details and you should not disclose the same to anybody. Any such disclosure may be the cause for immediate termination or cancellation of employment without any notice or salary in lieu thereof. Confidentiality and intellectual property protection would be provided during the course of your employment that you will be required to accept and sign.
9. The company shall have the right to terminate your services without any notice or salary in lieu thereof, the information given by you at the time of interview or in the application is found to be incorrect.
10. The company reserves the right to terminate your employment without notice on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
11. Absence for a continuous period of eight days without prior approval of your supervisors (including overstay of leave/ training) can lead to your services being terminated without notice.

True Copy Attested

Dr. GUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc. in Phil., B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Ivathi Engineering College



30<sup>th</sup> January 2016  
Cochin

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that Ms. ANUPAMA K M (Kunnath (H), Sreehari, K M K Namboothiri Road, Shornur, Palakkad, Pin:679121.) was employed with our Company, Soften Technologies from 1<sup>st</sup> August 2015 to 30<sup>th</sup> January 2016 as Jr. System Administrator.

Her major responsibilities included monitoring, implementing and configuring network devices and troubleshooting system related problems.

Her exposure in these areas is very good. During her tenure with us, she ably handled major responsibilities and we found her to be hardworking and very productive. We have found her to be a self-starter who is motivated, duty bound, and a highly committed team player with strong conceptual knowledge.

We at Soften Technologies wish her all success in her future endeavors.

True Copy Attested  
For Soften Technologies,



ABHILASH N  
HR Manager  
Mob: 8129099932

*amr*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Chandulathurthy P.O.- 679 531





Offer: Computer Consultancy  
Ref: TCSL/DT20142596946/Trivandrum  
Date: 25/12/2015

Ms. Vinny Babu  
5/289g Chungam, Vendore,  
Algappanagar,  
Thrissur-680303,  
Kerala.  
Tel# 0480-2758516

Dear Vinny Babu,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,33,475/- per annum, as per the terms and conditions set out herein. The gross salary mentioned above is inclusive of the Performance Pay becoming effective upon successful completion of the Initial Learning Programme (ILP).

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within **7 days**, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

True Copy Attested

TCS Confidential  
TCSL/DT20142596946

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531





June 18, 2015

HRD/3T/15-16/65022485

Mr., Adarsh Mundekottil  
Candidate ID : 65022485  
Mundekottil(H),  
Poongode PO,  
Wandoor - 679327  
Ph: 97440 59153

Dear Infoscion,

**SUB.: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for employment with us and the subsequent selection process, we are delighted to offer you the Role of **Systems Engineer in Job Level 3**. Your Role Designation will be **Systems Engineer - Trainee** and your **Personal Level** will be **3**.

The location of your initial reporting and training will be at Mysore, Karnataka (India). The date of your joining would be notified to you in the Letter of Appointment.

Your **Total Gross Salary** includes a Performance Incentive and will be **INR 325008** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

On your joining the Company, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Infosys. You will be required to undergo a mandatory training program for a specific period of time. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training.

The location of posting would be communicated to you upon successful completion of training. The duration of the training and the location of posting will be purely based on business requirements.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this Letter of Intent to hire shall remain confidential and are not to be disclosed to any third party.

The enforcement of this Letter of Intent and the validity of the formal Letter of Appointment which would be issued to you, are subject to your having successfully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during our campus recruitment program.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

Welcome to Infosys Ltd. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,

True Copy Attested

**SRIKANTAN MOORTHY**  
EVP AND GROUP HEAD - HUMAN RESOURCES

**Dr. SUNNY JOSEPH KALAYATHANKAL**  
M.Tech, MCA, M.Sc., M.Phil., B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL

Jyothi Engineering College  
Cheruthuruthy

Digitally signed by SRIKANTAN MOORTHY  
Date: 2015.06.18 22:15:32 +05:30  
Reason: Letter of Intent



# Hofincons

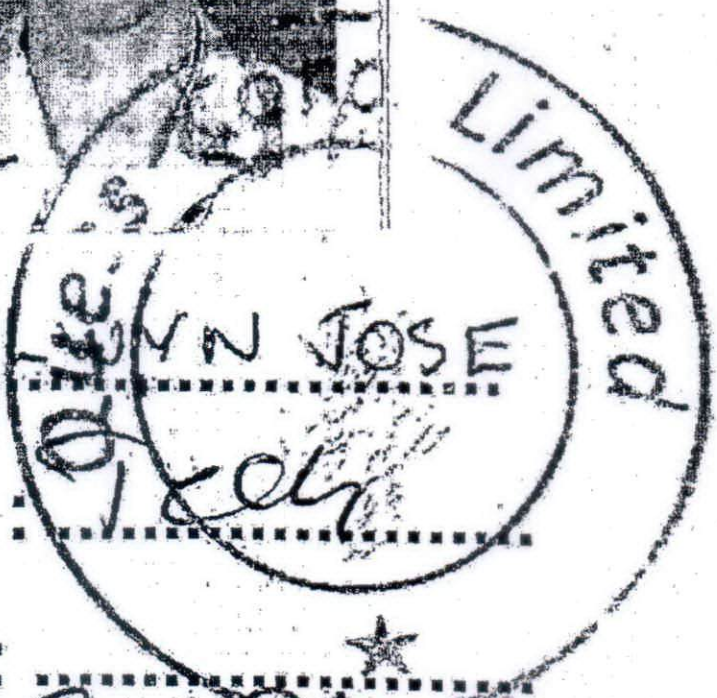
(A division of QUESS Corp Limited)



Name : ALVIN JOSE

Designation : *1204*

Emp. Code : *AFM 26463*



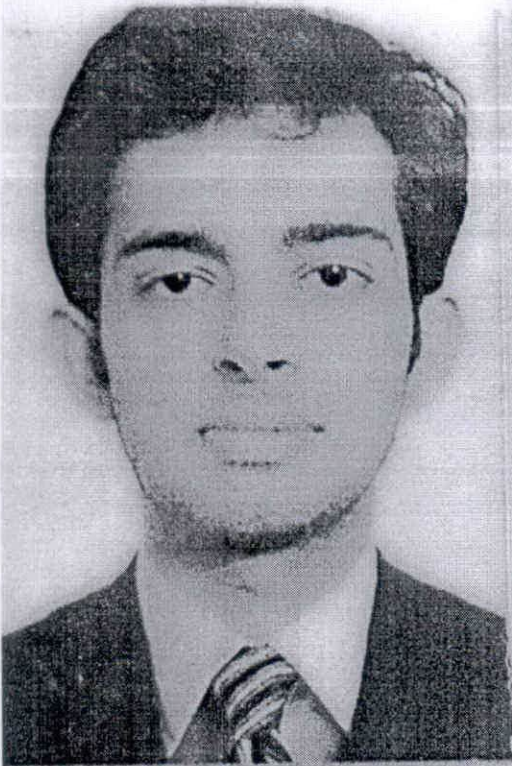
True Copy Attestation

*Alvin Jose*  
Employee Sign

*Amr*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL Issuing Authority



# apollo APOLLO TYRES LTD.




P.O. Perambra - 680 689, Thrissur Dist., Kerala  
Tel : (0480) 2725901-09, Fax : 91-480-2725922

## ID/ATTENDANCE CARD

Name : Ceyohn Johnson

Clock No : A 4279

  
Employee's Signature

  
Issuing Authority

True Copy Attested

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL

Jyothi Engineering College  
Cheruthuruthy P.O. - 670 531



# KERALA STATE ELECTRICITY BOARD LIMITED

(Incorporated under the Indian Companies Act, 1956)

Reg. Office: Vidyuthi Bhavanam, Pattom, Thiruvananthapuram-695004

110 kV Substation		Phone: 0487 2352760
Ollur		Mobile: 9496009893
Thrissur-Dt. 680 306		Email: 110ollur@gmail.com

## CERTIFICATE


This is to certify that Mr. Ceyohn Johnson is working at K.S.E.B as unpaid apprentice trainee from 11<sup>th</sup> November 2015 to 10<sup>th</sup> May 2016 at 110 kV substation Ollur, vide order no. EB-10/APP/1484/1172/15 dated 27-10-15 of DYCE HRM 1 KSEB Ltd. ,Trivandrum.

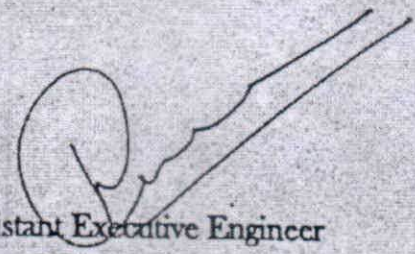
During his service he has got enough exposure in operation and maintenance of EHT, HT AND LT equipments such as power transformers, relays, circuit breakers, isolators and other connected switchgears. He had the opportunity to attend routine maintenance and breakdown maintenance of substation switchgears, transformers, 11 KV panels etc.

Over the period of his service his character and conduct are good.

True Copy Attached



  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College

  
Assistant Executive Engineer  
Substation Subdivision  
Viyyur



# Hofincons

(A division of QUESS Corp Limited)



Name : JERIN TJ

Designation : TECHNICIAN

Emp. Code : 85803

True Copy Attested

Employee Sign

*Rshole*  
Issuing Authority

*amr*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531



# Hofincons

(A division of QUESS Corp Limited)



Name : JOTO JOHN

Designation : TECHNICIAN

Emp. Code : 85802

True Copy Attested

*Aswath*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.-679 531

Employee Sign

*Aslak*  
Issuing Authority



Mr. Sanal G. Amal S  
Hykon House  
Chattampuzha  
Thrissur  
Kerala - 680012  
Ph: 8907531570

Dear Mr. Sanal,

**Sub: Letter of Joining**

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you are selected for the post of **Customer Support - Trainee** in our **Thrissur Branch** on the following terms and conditions:

- 1) That, you will join duty on 08/02/2016
- 2) That, you will be appointed on Probation for a period of 6 months from the date of your joining. If it is deemed expedient, your probation period can be further extended to adjudge your suitability for continuance.
- 3) That, you will be paid salary of Rs.6000/- per month for your aforesaid assignment. In addition to this, you will be paid Traveling Allowance Rs. 4400/- pm.
- 4) That, your service can be transferred to any other department/section/sister concerns.
- 5) That, besides the above conditions, your service will be governed by the company policy, service rules, code of conduct and other rules and regulations as in existence in the organization and made from time to time.
- 6) That, the employment offered carries responsibility and entails confidence and in case at any time your integrity is found doubtful and/or the management at their own assessment loses confidence in you the employment shall stand cancelled. In case you accept the aforesaid terms and conditions, please confirm your acceptance by signing the duplicate copy of this letter.

Hykon India (P) Ltd.  
(Certified Company)

Mr. Antony  
M - Customer Support

Accounts Dept. / Administration Dept. / TCR Br.

True Copy Attested

*Dr. Sunny Joseph*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531





June 18, 2015

HRD/3T/15-16/65022561

Ms., Smiya Johnson Puthiri  
Candidate ID : 65022561  
Puthiri House, Marar Road,  
Medical College PO,  
Thrissur - 680596  
Ph: 97462 15591

Dear Infoscion,

**SUB.: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for employment with us and the subsequent selection process, we are delighted to offer you the Role of **Systems Engineer in Job Level 3**. Your Role Designation will be **Systems Engineer - Trainee** and your **Personal Level** will be **3**.

The location of your initial reporting and training will be at Mysore, Karnataka (India). The date of your joining would be notified to you in the Letter of Appointment.

Your **Total Gross Salary** includes a Performance Incentive and will be **INR 325008** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

On your joining the Company, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Infosys. You will be required to undergo a mandatory training program for a specific period of time. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training.

The location of posting would be communicated to you upon successful completion of training. The duration of the training and the location of posting will be purely based on business requirements.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this Letter of Intent to hire shall remain confidential and are not to be disclosed to any third party.

The enforcement of this Letter of Intent and the validity of the formal Letter of Appointment which would be issued to you, are subject to your having successfully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during our campus recruitment program.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company.

Welcome to Infosys Ltd. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,

**SRIKANTAN MOORTHY**  
**EVP AND GROUP HEAD - HUMAN RESOURCES**

**SUNNY JOSEPH KALAYATHANKAL**  
Ph.D (Computer Science), Ph.D (Maths)  
**PRINCIPAL**

Jyothi Engineering College

Digitally signed by SRIKANTAN MOORTHY  
Date: 2015.06.18 22:15:32 +05:30  
Reason: Letter of Intent





Della David <delladavid@jecc.ac.in>

**Fwd: Offer of appointment as Clerk-(Please Confirm your participation by return mail)**

renjini eee <renjini@jecc.ac.in>

Mon, Jul 6, 2015 at 9:34 PM

To: Della David <della@jecc.ac.in>, Della David <delladavid@jecc.ac.in>

Regards....  
Renjini G,  
Asst.Professor, EEE  
JEC

----- Forwarded message -----

From: Swathy Krishna <krishnavenugopal26@gmail.com>

Date: Mon, Jul 6, 2015 at 8:36 AM

Subject: Re: Offer of appointment as Clerk-(Please Confirm your participation by return mail)

To: renjini@jecc.ac.in

On Jun 4, 2015 2:53 PM, "HR – TAD (Postings)" <postings@federalbank.co.in> wrote:



**HR TALENT ACQUISITION & DEPLOYMENT**

HR TAD/B/ PR-34086/PC/A-056/64566/2015-16

04<sup>th</sup> June 2015

*Hearty Welcome!*

Dear Swathy Krishna V,

It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

*Amaly*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL



venu gopal <venugopalkuncheerath99@gmail.com>

**Fwd: Offer of appointment as Clerk-(Please Confirm your participation by return mail)**

1 message

Swathy Krishna <krishnavenugopal26@gmail.com>  
To: venugopalkuncheerath99@gmail.com

Fri, Jun 5, 2015 at 10:14 AM

----- Forwarded message -----

From: Swathy Krishna <krishnavenugopal26@gmail.com>

Date: Thu, Jun 4, 2015 at 5:50 PM

Subject: Re: Offer of appointment as Clerk-(Please Confirm your participation by return mail)

To: "HR - TAD (Postings)" <postings@federalbank.co.in>, venugopal70@rocketmail.com, venu gopal <venugopalkuncheerath@gmail.com>

On Thu, Jun 4, 2015 at 2:53 PM, HR - TAD (Postings) <postings@federalbank.co.in> wrote:



HR TALENT ACQUISITION & DEPLOYMENT

HR TAD/B/ PR-34086/PC/A-056/64566/2015-16

04<sup>th</sup> June 2015

*Hearty Welcome!*

Dear Swathy Krishna V,

It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL

True Copy Attested



We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at [postings@federalbank.co.in](mailto:postings@federalbank.co.in).

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,

Yours Sincerely,

John P J

Assistant General Manager

To

Kum./Smt.Swathy Krishna V

Vaishnavam House

Kayiliad PO

Shoranur

Palakkad

Kerala-679 122

*Amard*  
Dr. SUNNY JOSEPH KALAYATHANKAL

The Federal Bank Ltd, HR Talent Acquisition & Deployment, Federal Towers, P.O.Box No. 103, Aluva, Kerala, India 683 101

M.Tech, MCA, M.Sc., M.Phil., B.Ed.,  
Ph.D (Computer Science), Ph.D (Maths)

E-mail: [postings@federalbank.co.in](mailto:postings@federalbank.co.in) Phone: 0484-2634123, 0484-2634313.

Copy Attested

Prinipale  
Jyothi Engineering College





: 2 :

Reference No. - 1383604053.  
TINTU TISSERENT

- Your Base Salary will be Rs. 78,000 (Rupees Seventy Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no minimum guaranteed payout amount of the Performance Linked Retention Pay, and it will vary from time to time as decided by ICICI Bank subject to however, the provision of the Payment of Bonus Act, 1965, as may be applicable in your case.

#### Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,09,560 (Rupees One lakh Nine Thousand Five Hundred and sixty only) per annum. Supplementary allowance will include - HRA, Additional HRA, Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

#### Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs 11,700 (Rupees Eleven Thousand Seven Hundred only) per annum.

#### Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs. 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.

ICICI Bank Limited  
ICICI Bank Towers  
Bandra-Kurla Complex  
Mumbai 400 051, India.

Tel. (91-22) 2653 1414  
Fax. (91-22) 2653 1122  
Website www.icicibank.com

Regd. Office : "Landmark",  
Race Course Circle,  
Vadodra 390007, India.

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL



# FEDERAL BANK



Name: ALBIN JOHNSON

True Copy Attested

*Ronny*

Employee No: 18551

SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy B.O - 686502

*Albin*  
Employee's Signature

*[Signature]*  
Issuing Authority



Shri. Nikhil N S  
Asst. Professor, Mechanical Dept  
Jyothi Engg College  
Cheruthuruthy  
Thrissur - 679531

Dear Sir/Madam,

Sub: Verification of antecedents of candidate for employment in our Bank.

While applying for the post of Probationary Clerk in our Bank, Shri. Albin Johnson, S/o Shri. Johnson P V, Payyappilly House, Avittappilly, Mattathur Po, Thrissur-680684 has mentioned your name for seeking opinion about him.

Kindly inform your opinion about the candidate with special emphasis on his efficiency, character, conduct, behavior etc. Please do not hesitate to comment on adverse features, if any, within your knowledge. We assure that your opinion will be kept in strict confidence.

Please furnish your opinion about the candidate in the enclosed format.

We will be grateful to receive your reply at the earliest.

Yours faithfully,



Prathapachandran A G  
Senior Manager

True Copy Attested

*Prathapachandran A G*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531



HR TAD/B/ST-16551/65001/2016

15<sup>th</sup> January 2016

*Having chosen a career you love!  
 Give it the best there is in you!  
 Seize your opportunities!  
 And be a member of the team!  
 You have got a chance to make it all!  
 You have got a chance to make it all!  
 Sky is your limit to give it all!*



Dear Albin Johnson,

*Hearty congratulations....*

We gladly inform you that you are confirmed in the regular service of the Bank as Clerk upon successful completion of the period of probation. This is a clear indication of the hard work, commitment and determination that you have put in the work from the day of your joining the Bank. We are very confident that you will take higher responsibilities with the same level of enthusiasm and enterprise. We are also sure that opportunities that you are getting on confirmation will be used for enhancing your career and contribute your best to the organisation year after year.

Banking sector offers an exciting and challenging career and in the present scenario there are plenty of opportunities to youngsters like you to exhibit your abilities, talents and also to innovate/visualize new ideas. Our Bank being in an expansion mode also assures wonderful growth prospects for the members of its performing TEAM by way of assigning higher responsibilities at the right time.

You are also requested to keep focus on the goals that the Bank sets for itself. Make it yours and work towards it as an active team player. We assure support for all your future assignments that would bring laurels to our Bank.

*Wishing you an exciting career and prosperous life ahead.*

With best regards,

*John P J*  
 Assistant General Manager

True Copy Attested

*Sunny*  
 Dr. SUNNY JOSEPH KALAYATHANKAL  
 M.Tech, MCA, M.Sc, M.Phil, B.Ed  
 Ph.D (Computer Science), Ph.D (Maths)  
 PRINCIPAL  
 Jyothi Engineering College  
 Cheruthuruthy P.O.- 679 531

To

Mr Albin Johnson

Clerk



664

# Infosys



JAYESH K. P. P. P.  
729742

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*Sunny Joseph Kalayathankal*



Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
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PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531









December 9, 2015

Dr. Sunny Joseph Kalayathankal  
M. Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
Principal  
Jyothi's Learning College  
Cheruvu, P.O., - 679 551

...the direction of new leadership. In our new journey, learnability,  
...relationships with our clients continue to be the cornerstone of our

True Copy Attached

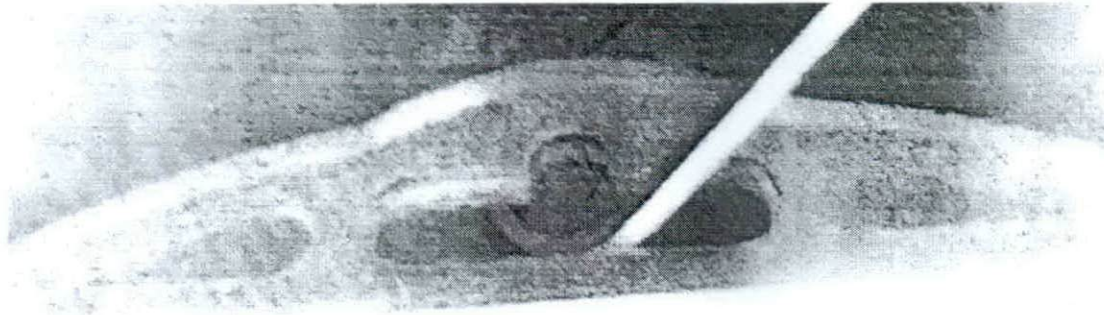
*Sunny*

Digitally signed by LOBO RICHARD  
Date: 2015.12.09 18:49:34 +05:30  
Reason: Offer Letter  
Location: Bangalore

**Dr. SUNNY JOSEPH KALAYATHANKAL**  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
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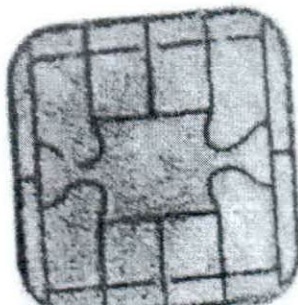


Sonnet Reju  
729738

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*Sunny*

Dr. SUNNY JOSEPH KALAYATHANKAL  
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PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 686501







HRD ID: 181602188

Mr. Sunny Joseph  
Employee ID: 6502188  
Access Hours:  
R.M.Lane, Yelcyannur P.O.  
Hosur - 560072  
Ph: (91) (8196) 15464

December 9, 2015

Dear Sunny,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO  
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHARD  
Date: 2015.12.09 18:49:28 +05:30  
Reason: Offer Letter  
Location: Bangalore

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL  
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PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531

INFOSYS LIMITED  
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askus@infosys.com  
www.infosys.com



Subin Mohan <subinmohan1.0@gmail.com>

Jul  
4

to me

----- Forwarded message -----

From: Shari Chandran Menon <Shari.Menon@ibsplc.com>  
Date: Wed, 13 May 2015 06:03:08 +0000  
Subject: Joining in IBS  
To: "subinmohan1.0@gmail.com" <subinmohan1.0@gmail.com>


Hi Subin ,

This mail is to inform your that your joining date will be on 29th May 2015. We need your confirmation whether you are able to join us on the same day .  
Please give your cell number which is reachable.

Thanks & Regards,  
Shari Menon  
Human Resources - Team HR  
IBS Software Services Private Limited  
5th Floor, Carnival Phase II, Infopark Campus  
Kakkanad, Cochin, Kerala  
E-mail : [Shari.Menon@ibsplc.com](mailto:Shari.Menon@ibsplc.com)<mailto:Shari.Menon@ibsplc.com>  
URL : [www.ibsplc.com](http://www.ibsplc.com)  
Landline: 0484-6613820



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Dr. SUNNY JOSEPH KALAYATHANKAL  
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Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531





HRD/3T/15-16/65023287

Mr. Tony Chacko  
Candidate ID: 65023287  
Edakkatt House,  
Karakulam P O,  
Trivandrum - 695 564  
Ph: (91) 98474 08045

December 9, 2015

Dear Tony,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHARD  
Date: 2015.12.09 18:49:30 +05:30  
Reason: Offer Letter  
Location: Bangalore

True Copy Attested

*Lobo*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
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Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531

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F 91 80 2852 0362

askus@infosys.com  
www.infosys.com



667

HRD/3T/15-16/65023287

December 9, 2015

Mr. Tony Chacko  
Candidate ID: 65023287  
Edakkatt House,  
Karakulam P O,  
Trivandrum - 695 564  
Ph: (91) 98474 08045

Dear Tony,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

### Joining

Your scheduled date of employment with us will be **March 7, 2016**.

### Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

### Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training.

### Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

True Copy Attested

*anro*

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531



## Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

## Compensation and Benefits

### Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

### Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) which ranges between 5% and 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

### Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2015-16 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

True Copy Attested

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531



This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,



**RICHARD LOBO**  
**SENIOR VICE PRESIDENT - HRD**

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_ Location  
Print your name

True Copy Attested

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.-676 531

**INFOSYS LIMITED**  
CIN:L85110KA1981PLC013115

44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362



### **Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

### **National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

### **Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 150**.

The details of the Scheme would be available to you when you join the Company.

### **Notice period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

### **Background checks**

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks. Please see the "Offer Annexure for India" for the documents that you are required to submit in this regard.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

*True Copy Attached*  
*Annexure*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Engineering College  
531



When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, we may at our sole discretion, ask you for further information, to substantiate the details that you have earlier provided to us, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check, the cost of which will need to be borne by you.

### Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2014-2015. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

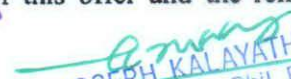
You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

True Copy Attested

  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Kuthuruthy P.O. - 679 531



**ANNEXURE - I**  
**(Compensation post Training)**

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Mr. Tony Chacko
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

**1. MONTHLY COMPONENTS**

BASIC SALARY	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
<b>MONTHLY GROSS SALARY</b>	<b>21,978</b>

**2. ANNUAL COMPONENT**

BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88
--------------------------------------------------------------------------------------------------------------------------------------------------	----

**3. RETIRAL BENEFITS**

PROVIDENT FUND - 12% of (Basic + FDA)	1,060
GRATUITY - 4.81% of (Basic + FDA)	425
<b>FIXED GROSS SALARY (FGS) (1+2+3)</b>	<b>23,551</b>

**4. INCENTIVE COMPONENTS**

	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,178	2,355	3,533
<b>TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)</b>			<b>24,729</b>
<b>TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)</b>			<b>25,906</b>
<b>TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)</b>			<b>27,084</b>

**OTHER BENEFITS**

Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

\*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
(Computer Science), Ph.D (Maths)  
PRINCIPAL  
College



**ANNEXURE- II**  
**(Compensation during the Training Period)**

**COMPENSATION DETAILS**  
(All figures in INR per month)

<b>NAME</b>	<b>Mr. Tony Chacko</b>
<b>ROLE</b>	<b>Systems Engineer</b>
<b>ROLE DESIGNATION</b>	<b>Systems Engineer Trainee</b>
<b>1. MONTHLY COMPONENTS</b>	
<b>BASIC SALARY</b>	6,420
<b>FIXED DEARNESS ALLOWANCE (FDA)</b>	1,100
<b>BASKET OF ALLOWANCES</b> (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	9,277
<b>BONUS / EX-GRATIA</b> (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,429
<b>MONTHLY GROSS SALARY</b>	<b>18,226</b>

<b>2. ANNUAL COMPONENT</b>	
<b>BONUS / EX-GRATIA</b> - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	75

<b>3. RETIRAL BENEFITS</b>	
<b>PROVIDENT FUND</b> - 12% of (Basic + FDA)	902
<b>GRATUITY</b> - 4.81% of (Basic + FDA)	362
<b>FIXED GROSS SALARY (FGS)</b> (1+2+3)	<b>19,565</b>

<b>4. INCENTIVE COMPONENTS</b>	<b>At an indicative Payout of 5%</b>	<b>At an indicative Payout of 10%</b>	<b>At an indicative Payout of 15%</b>
<b>TRAINING PERFORMANCE LINKED INCENTIVE (TPI)</b>	978	1,957	2,935
<b>TOTAL GROSS SALARY</b> (inclusive of the incentive component at an indicative payout of 5% of FGS)	<b>20,543</b>		
<b>TOTAL GROSS SALARY</b> (inclusive of the incentive component at an indicative payout of 10% of FGS)	<b>21,522</b>		
<b>TOTAL GROSS SALARY</b> (inclusive of the incentive component at an indicative payout of 15% of FGS)	<b>22,500</b>		

**OTHER BENEFITS**

Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

\*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

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Dr. SURESH K. KALAYATHANKAL  
 M.Tech, MCA, Ph.D. (Maths)  
 Ph.D (Computer Science), Ph.D (Maths)  
 PRINCIPAL  
 Jyothi Engineering College  
 Kuthuruthy P.O. - 679 531

True Copy Attested





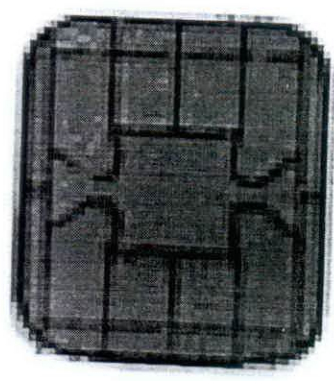
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Vinay Sankar Kurikkal Puthanveedu  
729740

True Copy Attested

*Sunny*



Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy, Kottayam-686531



# Infosys

Infosys Limited

Electronics City, Hosur Road, Bangalore 560100

Phone No +91 80 28520261

---

Employee Name

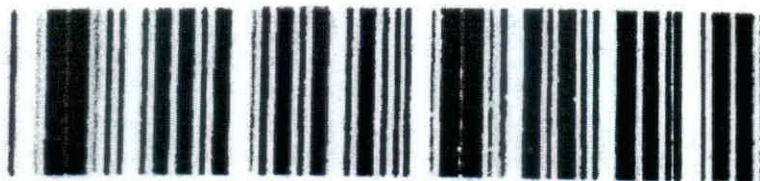
Vinay Sankar Kurikkal  
Puthanveedu

Employee Number

729740

Emergency Contact Number

+919495249318



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This card is the property of Infosys Limited. The card usage is governed by the policies stipulated by Infosys Limited. Unauthorized use of the card is prohibited. If found, please return it to the above address.

True Copy Attest

*Pon*  
Dr. SUNNY JOSEPH KALAYATHIL  
M.Tech, MCA, M.Sc, M.Phil, Ph.D (Computer Science), Ph.D  
PRINCIPAL  
Spring College

© INFID CRESCENDO iCLASS Px G8Y 4\* INF0721655 33201006699-1A -E





HRD/JT/15-16/65023303

Mr. Vinay Sankar Kurikkal Puthanveedu  
Candidate ID 65023303  
Kurikkal Puthan Veedu, Pulassery (P O),  
Palakkad(Dt), Kerala,  
Puttambi - 679 307  
Ph: (91) 88916 61208

December 9, 2015

Dear Vinay,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHARD  
Date: 2015.12.09 18:49:31 +05:30  
Reason: Offer Letter  
Location: Bangalore

INFOSYS LIMITED  
CIN:L85110KA1981PLC013115

44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362

zakus@infosys.com  
www.infosys.com

True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531



# Infosys

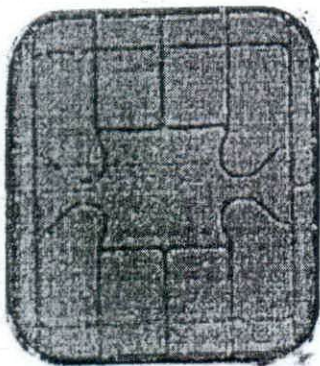


Vipin John Vincent

729741

True Copy Attested

*Sunny*



Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.-679 531





HRD/3T/15-16/65023307

Mr. Vipin John Vincent  
Candidate ID: 65023307  
Vadukutte House,  
P O Thamarayur,  
Thrissur - 680 505  
Ph: (91) 94978 02219

December 9, 2015

Dear Vipin John,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
SENIOR VICE PRESIDENT - HRD

Digitally signed by LOBO RICHARD  
Date: 2015.12.09 18:49:33 +05:30  
Reason: Offer Letter  
Location: Bangalore

True Copy Attested

*Richard Lobo*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531

**INFOSYS LIMITED**  
CIN:L85110KA1981PLC013115

44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362

askus@infosys.com  
www.infosys.com



HRD/3T/15-16/65023307

December 9, 2015

Mr. Vipin John Vincent  
Candidate ID: 65023307  
Vadukkutte House,  
P O Thamarayur,  
Thrissur - 680 505  
Ph: (91) 94978 02219

Dear Vipin John,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

### Joining

Your scheduled date of employment with us will be **March 7, 2016**.

### Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

### Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training.

### Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

True Copy Attested

*Sunny*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Aruthuruthy P.O. - 679 531



## Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

## Compensation and Benefits

### Salary

Your Total Gross Salary during training will be **INR 22,500 per month** and Total Gross Salary post training will be **INR 27,084 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

### Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) which ranges between 5% and 15% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

### Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2015-16 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

True Copy Attested

*amr*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531



### **Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above mentioned heads, within your BOA, according to your preferences and income tax plans.

### **National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

### **Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 150**.

The details of the Scheme would be available to you when you join the Company.

### **Notice period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

### **Background checks**

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks. Please see the "Offer Annexure for India" for the documents that you are required to submit in this regard.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

True Copy Attested

*Renu*  
Dr. SUNNY JOSEPH KALAYATHAN  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
(Computer Science), Ph.D (Maths)  
PRINCIPAL  
Engineering College  
Q.O. - 679 531



When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, we may at our sole discretion, ask you for further information, to substantiate the details that you have earlier provided to us, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check, the cost of which will need to be borne by you.

#### Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Your offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment programme 2014-2015. These eligibility criteria for the Role of a Systems Engineer, is already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

True Copy Attached

*Ronny*  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531







**ANNEXURE - I**  
**(Compensation post Training)**

**COMPENSATION DETAILS**  
(All figures in INR per month)

<b>NAME</b>	<b>Mr. Vipin John Vincent</b>
<b>ROLE</b>	<b>Systems Engineer</b>
<b>ROLE DESIGNATION</b>	<b>Systems Engineer Trainee</b>

**1. MONTHLY COMPONENTS**

<b>BASIC SALARY</b>	7,730
<b>FIXED DEARNESS ALLOWANCE (FDA)</b>	1,100
<b>BASKET OF ALLOWANCES</b> (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	11,470
<b>BONUS / EX-GRATIA</b> (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
<b>MONTHLY GROSS SALARY</b>	<b>21,978</b>

**2. ANNUAL COMPONENT**

<b>BONUS / EX-GRATIA</b> - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	88
---------------------------------------------------------------------------------------------------------------------------------------------------------	----

**3. RETIRAL BENEFITS**

<b>PROVIDENT FUND</b> - 12% of (Basic + FDA)	1,060
<b>GRATUITY</b> - 4.81% of (Basic + FDA)	425
<b>FIXED GROSS SALARY (FGS) (1+2+3)</b>	<b>23,551</b>

**4. INCENTIVE COMPONENTS**

	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 15%
<b>TRAINING PERFORMANCE LINKED INCENTIVE (TPI)</b>	1,178	2,355	3,533
<b>TOTAL GROSS SALARY</b> (inclusive of the incentive component at an indicative payout of 5% of FGS)	<b>24,729</b>		
<b>TOTAL GROSS SALARY</b> (inclusive of the incentive component at an indicative payout of 10% of FGS)	<b>25,906</b>		
<b>TOTAL GROSS SALARY</b> (inclusive of the incentive component at an indicative payout of 15% of FGS)	<b>27,084</b>		

**OTHER BENEFITS**

Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12,000	Nil	12	Nil

\*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.

**True Copy**

Dr. **SUNNY JOSEPH K. NATHANKAL**  
M.Tech, MCA, M.Sc. M.Phil, Ph.D.  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Engineering College  
No. - 679 531



669  
**ANNEXURE- II**  
**(Compensation during the Training Period)**

**COMPENSATION DETAILS**  
(All figures in INR per month)

<b>NAME</b>	<b>Mr. Vipin John Vincent</b>
<b>ROLE</b>	<b>Systems Engineer</b>
<b>ROLE DESIGNATION</b>	<b>Systems Engineer Trainee</b>
<b>1. MONTHLY COMPONENTS</b>	
<b>BASIC SALARY</b>	6,420
<b>FIXED DEARNESS ALLOWANCE (FDA)</b>	1,100
<b>BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)</b>	9,277
<b>BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)</b>	1,429
<b>MONTHLY GROSS SALARY</b>	<b>18,226</b>

<b>2. ANNUAL COMPONENT</b>	
<b>BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)</b>	75

<b>3. RETIRAL BENEFITS</b>	
<b>PROVIDENT FUND - 12% of (Basic + FDA)</b>	902
<b>GRATUITY - 4.81% of (Basic + FDA)</b>	362
<b>FIXED GROSS SALARY (FGS) (1+2+3)</b>	<b>19,565</b>

<b>4. INCENTIVE COMPONENTS</b>	<b>At an indicative Payout of 5%</b>	<b>At an indicative Payout of 10%</b>	<b>At an indicative Payout of 15%</b>
<b>TRAINING PERFORMANCE LINKED INCENTIVE (TPI)</b>	978	1,957	2,935
<b>TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 5% of FGS)</b>			<b>20,543</b>
<b>TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)</b>			<b>21,522</b>
<b>TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)</b>			<b>22,500</b>

<b>OTHER BENEFITS</b>				
Scheme	Eligible Amount in INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
<b>SALARY LOAN (subject to submission of Trainee Agreement)</b>	12,000	Nil	12	Nil

\*All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.



True Copy Attested

Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc., M.Phil., B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL



21.01.2016

Ref. No. IIB/APPT / AUTOMOBILE/ 21012016  
Aadharsh KR  
Kundannur House,  
Poothole Road,  
Poothole (PO)  
Thrissur - 680004  
Email: krnadhars@gmail.com  
Mob: 8714387776

**LETTER OF APPOINTMENT**

You are hereby appointed as a Faculty in Automobile Engineering based on your personal interview/discussion you had with us and the recommendation of the Director Board of IIB Education Pvt. Ltd., Thrissur.

Following are the terms and conditions of your appointment:

1. Your date of joining will be on 18.01.2016 Monday. Normal working hours will be from 09.00 AM to 05.00 PM. Sunday will be compulsory working day and you may take one day weekly off in a day other than Sunday with company's permission. You are liable to follow the dress code of the company while on your duty. Your work assignment will be all over over Kerala as per hatch schedule or as and when required. You may be required to travel to other districts in Kerala as may be required by the Company, and the travelling expenses will be reimbursed upon submission of original bills.
2. Your nature of work will be teaching in Automobile Engineering and all works associated with the respective field as a Faculty and necessary administrative works to provide excellent coaching and guidelines to the students appearing for the course examination. You should have thorough knowledge in your area of teaching and syllabus and be transferred the same to the students appropriately.
3. The duration of your agreement with us is for one year. During the time of your tenure if your work is found unsatisfactory, you may be terminated from the employment without further notice.
4. You are entitled to receive a consolidated monthly salary of Rs 10000 (Ten Thousand) PM, for the first three months and it will be hiked to 12000 (Twelve thousand) after that, you are not entitled to receive any other allowance.

Please acknowledge the receipt of this letter by signing below as a token of your acceptance and return a copy for our record.

*[Signature]*  
For IIB Education Pvt. Ltd.



Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531

True Copy Attested

*[Handwritten signature]*





**COMMERCIAL TAXES DEPARTMENT  
GOVERNMENT OF KERALA  
CERTIFICATE OF REGISTRATION  
FORM No.1A**

See Rule 17(14) of KERALA VALUE ADDED TAX RULES, 2005  
(Not Transferable)



This is to certify that M/s / Sri / Smt **ALEX JOHNSON KOOTHOOR** (Trade Name: **STANDARD INDUSTRIES**) is registered with Commercial Taxes Department, Government of Kerala under Section 16 of the Kerala Value Added Tax Act, 2003

- |                                   |                                                                            |
|-----------------------------------|----------------------------------------------------------------------------|
| 1. TIN / PIN :                    | 32081240889                                                                |
| 2. CST Registration number :      | 32081240889C                                                               |
| 3. Assessment Circle :            | CT OFFICE KUNNAMKULAM                                                      |
| 4. Registration Category :        | VAT Registration                                                           |
| 5. Name of the Applicant :        | ALEX JOHNSON KOOTHOOR                                                      |
| 6. Principal Place of Business :  | IX/807, IX/807, KECHERI, IX, KECHERI,<br>KECHERI, 680501 PHONE: 9497064422 |
| 7. Number of branches if any :    | Nil                                                                        |
| 8. Number of Godowns if any :     | Nil                                                                        |
| 9. This certificate is valid from | 23-JAN-15 to 31-march -2015                                                |

10. No of Commodities dealt with. 3 (Annexed)

Place KUNNAMKULAM

Date: 02.02.2015

\*Officer Remarks : null



(Seal)

Signature of the Assessing Authority

Name, Designation and Office  
Usha, K M.

**COMMERCIAL TAX OFFICER  
KUNNAMKULAM**

**True Copy Attested**

Usha  
Dr. **SUNNY JOSEPH KALAYATHANKAL**  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531





Our in house R & D unit is recognised by  
Ministry of Science and  
Technology, Government of India.

Date: 27.11.2015

To,  
Mr. Angelo Thomas,  
A-403, Durga Residency,  
Indralok Phase-3,  
Deepak Hospital Road,  
Bhayander East -401105,  
Mobile - +918891949972.

Sub : Appointment letter for the Post of "Trainee Engineer"

Dear Angelo,

We are pleased to appoint you as "Trainee Engineer" in our organization. The terms and conditions of your service will be as follows :

1. You will join us on or before 27.11.2015.
2. You will be paid during the period of probationary appointment and also on confirmation till any increment or cadre review is arrived at, thereafter being salary and allowances every month with the break-ups as under.

a) Consolidated basic salary	-	Rs. 6000.00	} Rs.10,000/
b) House Rent Allowance	-	Rs. 1200.00	
c) Conveyance allowance	-	Rs. 900.00	
d) Medical Allowance	-	Rs. 750.00	
e) Education Allowance	-	Rs. 750.00	
f) Special Allowance	-	Rs. 400.00	

Your CTC is Rs. 1, 20,000/- for the year.

3. You will be on probation for a period of six months from the date of appointment i.e. 27.11.2015 and only upon the Company being satisfied that you have successfully completed your probation, the Company at its discretion may confirm you in the service in the appropriate cadre and grade. You shall not, nor shall be deemed to be confirmed in service until a letter of confirmation is issued to you.
4. Your salary will be paid on performance, based on job profile given to you. If work not found satisfactory within three months, you will be terminated without any notice period and your balance salary will not be paid.

### UNITED RUBBER INDUSTRIES (I) PVT. LTD.

You are liable to be transferred from one job to another or from one department to another or from one establishment to another without any notice period.  
Jay Vaalkani Industrial Estate,  
Behind Gas Godown, Mira Bhayandar, Keshavnagar, Bhayandar (East), Mumbai - 401 105. (INDIA)  
Phone : +91-22-2814 5134 / 35 / 36  
Fax : +91-22-2818 4614 • E-mail : domestic@unitedrubber.net  
Website : www.unitedrubber.net  
CIN : U25100MH2004PTC145901

True Copy Attested

Dr. SUNNY JOSEPH K.A.  
M.Tech, MCA, M.Sc, M.Phil  
Ph.D (Computer Science), Ph.D  
PRINCIPAL  
Vijay Engineering College  
Churuthy P.O.-679 531



Veekey Footcare (India) Pvt. Ltd.

02.11.2015

To:

ARAVIND K,

HARI NIVAS, KOMMERI (P.O),

KOZHIKODE.

Dear ARAVIND K,

We are pleased to appoint you as Management Trainee in Veekey Footcare (India) Pvt Ltd. It is expected that you would join on or before 02.11.2015. This offer of appointment is subject to the terms and conditions attached hereto (Appendix A).

Your place of posting will be Coimbatore, Tamilnadu.

During training, you will receive a consolidated stipend of Rs.16,500/-. In addition to consolidated stipend, you may be eligible for a performance incentive. Review of your performance and compensation would be done periodically in line with the Organization's policies.

Appendix A lists out the broad terms and conditions of service governing your employment with the Organization. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the Organization as announced or amended from time to time.

To confirm your acceptance to this agreement, please initial all the pages and put your signature on the declaration at the last page of this agreement and return to us the duplicate copy of the entire agreement duly initiated and signed.

We look forward to a long and mutually beneficial relationship with you.

Yours faithfully,

For VEEKEY FOOTCARE (INDIA) PVT. LTD.,

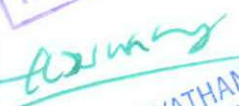


Director.

Initial of Employee \_\_\_\_\_



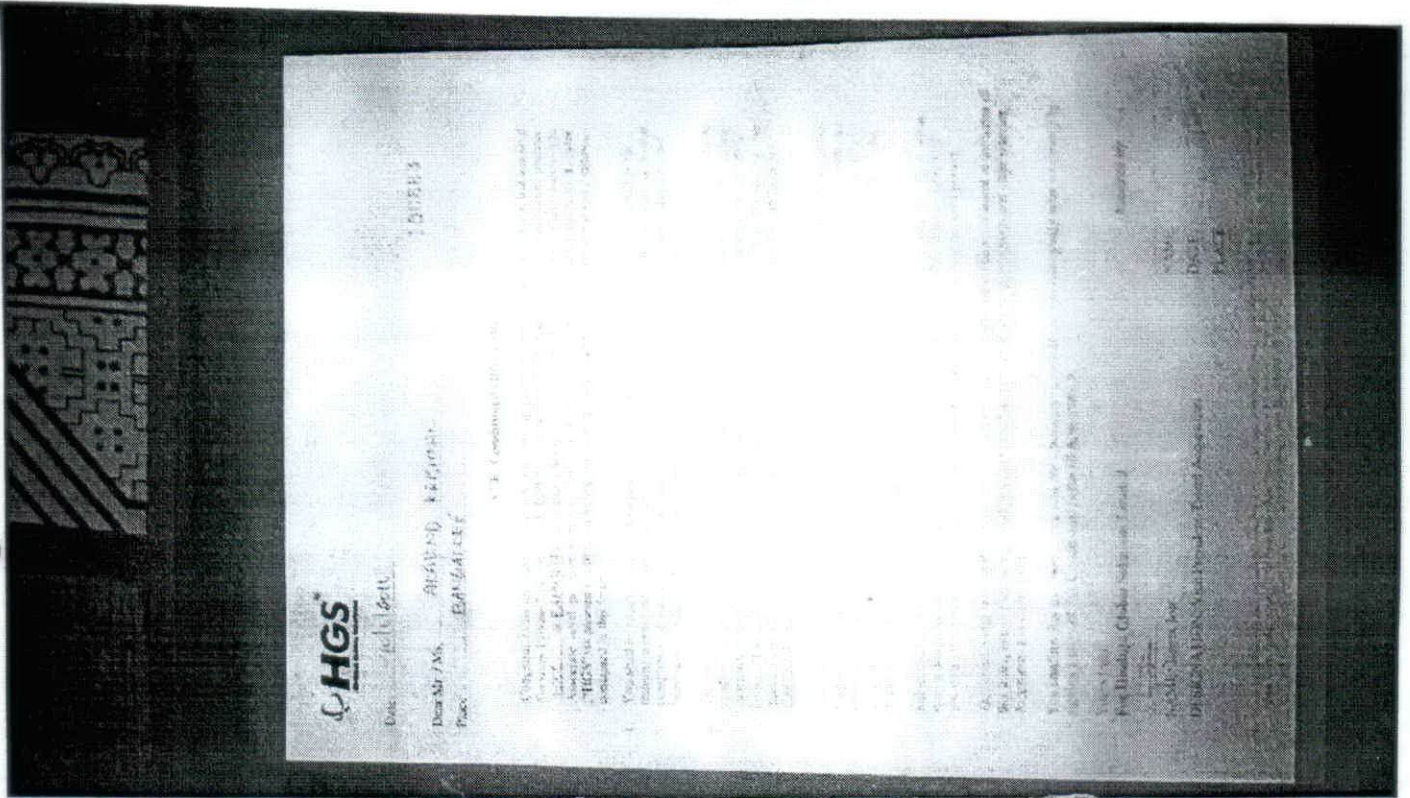
True Copy Attested



DR. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O. - 679 531



5907



**HGS**  
HINDIA GLOBAL SOLUTIONS

HGS International Services Pvt  
(Formerly HCCA Business Services)  
4A, 4th Floor, Summerville  
Junction of 14th & 3rd Road  
Bandra (West), Mumbai-400050

Student Name : ARAVIND K. K. K.

No.: \_\_\_\_\_

Contact Details : 95271

Issued Date 10-06-16

Valid till \_\_\_\_\_



**True Copy Attested**

Aravind

**Dr. SUNNY JOSEPH KALAYATHANKAL**  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
**PRINCIPAL**  
Jyothi Engineering College  
Cheruthuruthy P.O.-679 531





Bharat Petroleum

# SUPERVISOR

P. No

161286



ठेकेदार Contractor... M.M. ENGG. CONTRACTORS

कार्य स्थान. Work Spot... IREP. OMS

नाम Name... CHRISTO ANTO

पिता का नाम Name of Father... ANTO

आयु Age... 21 लिंग Sex... male

पता Address... Vadakkumpadam (N)

akuzhy (PO) Thirissur

तारीख Valid From... 9-3-16 से वेध To... 31-3-16 तक

काम का समय Time of work: 08.00 to 17.00 Hrs



ठेकेदार के हस्ताक्षर  
Signature of Contractor

[Signature]  
Issuing Authority  
BPCL- Kochi Refinery

True Copy Attested

[Signature]  
Dr. SUNNY JOSEPH KALAYATHANKAL  
M.Tech, MCA, M.Sc, M.Phil, B.Ed  
Ph.D (Computer Science), Ph.D (Maths)  
PRINCIPAL  
Jyothi Engineering College  
Cheruthuruthy P.O.- 679 531





IREP/PPP-II/DHDS/DP/CWE/

161797



ठेकेदार Contractor..... **THERMAX LTD**  
 कार्य स्थान Work Spot..... **IREP**  
 नाम Name..... **ELEMIN C J**  
 पिता का नाम Name of Father..... **JACOB C T**  
 आयु Age..... **21**..... लिंग Sex..... **M**  
 पता Address..... **CHITTATUKARA (H)**  
**PERAMANGALAM P.O THRISSUR**  
 वैध Valid From..... **14/3/16** से वेध To **14/06/16** तक  
 काम का समय Time of work: **08.00** to **17.00** Hrs

*Signature*

ठेकेदार के हस्ताक्षर  
Signature of Contractor

*Signature*

मुख्य सुरक्षा अधिकारी  
Chief Security Officer

True Copy Attested

*Signature*

**Dr. SUNNY JOSEPH KALAYATHANKAL**  
 M.Tech, MCA, M.Sc, M.Phil, B.Ed  
 Ph.D (Computer Science), Ph.D (Maths)  
**PRINCIPAL**  
 Jyothi Engineering College  
 Cheruthuruthy P.O.-679531