

zellis

6th Floor, Athulya Building
Infopark SEZ, Kakkanad
Kochi, Kerala - 682042
*91 484 486 5758. 438 1111
admin.kochi@zellis.com

Date: 21st July 2022

REF: Zellis HR/OL/2022/164

Dear Parvathi A,

We're delighted to offer you the role of Trainee Associate starting on 27th July 2022. At Zellis HR India Private Ltd you'll be part of our mission to *give great organizations powerful technology and services that power their people.*

You'll be helping us use big ideas, brilliant software and over 40 years of trust to help our customers propel their businesses forward and unlock the potential of their employees.

We're very much looking forward to welcoming you into the family. In the meantime, please read the following details carefully.

- You'll be presently based in our Kochi office at 6th Floor, Athulya Building, Infopark SEZ, Kakkanad, Kochi, Kerala – 682042. However, the Company may require you to work at any of its locations and its subsidiary locations or on customer sites, within or outside India, existing at present or which may be hereafter opened, at the discretion of the Management.
- The regular working hours of the company is 10:00 AM to 7:00PM (Mon-Fri), employees working in client locations or handling clients at other geographies will follow the respective working timelines. You will be required to work in different time zones based on the company's business need.
- Your salary including all benefits will be INR 2,95,000/- per year. The details of other terms and conditions including benefits applicable to you will follow in your appointment letter which will be given soon after your joining.
- You will be on probation for six months. Your employment confirmation will be based on your performance evaluation and the probation evaluation.
- On your joining date, we'll also need you to bring the original and photocopy of your Aadhar Card, Pan Card, past employment certificates and mark sheets in support of your educational qualifications, as well as [8] passport size and [2] stamp size color photographs. The employment will be subject to verifying the authenticity of the documents through the background verification process.

Please sign the duplicate of this letter as a token of your acceptance of the terms and conditions of employment and return it to us within 2 days of issue of the same.

If you have any questions, please feel free to revert for clarification.

HR No : 1034/2022
Date: 21-01-2023

To,

Ms. Silpa Rajan
Karumathil House,
Kakkassery P O, Thrissur,
Kerala- 680511

Sub: Provisional Offer letter for the post of— "OFFICER TRAINEE"

Dear Ms. Silpa,

With reference to your application and further to the interview / subsequent discussion you had with us, we are pleased to offer the position of "Officer Trainee" (AO Cadre)

The details of offer shall be confidential and as follows:

You will be on training for a period of six (6) months and followed by probation period for six (6) months, from the date of joining. Your confirmation shall be subject to your performance being satisfactory during the probation period.

You will be paid an annual CTC of Rs.2,00,040/- (Rupees :Two Lakh & Forty Only) and the emoluments are payable as per the Company's policy, by effecting appropriate and applicable statutory deductions, if any. A detailed structure of the same is attached as Annexure to this letter. You shall be eligible for TA/DA as applicable to your cadre for official purposes, in line with the Company's policy.

You shall give acceptance of the offer and of the above terms and conditions of employment on receipt of this letter by signing a copy of the same. This offer letter is valid for 7 days from the letter date and shall be effective from the date of your joining the Company.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by GramPro Business Services Pvt Ltd. from time to time, as applicable to your cadre.

You are requested to produce the following documents at the time of joining;

- Passport size photograph — 5 Nos.
- Self - attested copy of ID proof / address proof along with originals shall be produced for verification.
- Attested copies of testimonials in proof of your age, qualification, experience etc.. along with originals.
- Original Relieving Order from the previous employer.



GRAMPRO BUSINESS SERVICES (P) LTD

(formerly known as Lahanti Business Services (P) Ltd)

CIN: U74999K12017PTC047850

Regd. Off: Building No: 708, Sreebhadrha Complex, Tirupadi Lane, Mannuthy, Thrissur - 680651, Kerala.

Email: contactus@grampro.net, Tel: +91 9074 556 094, www.lahanti.com

Your appointment is subject to necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present / previous employers and receiving satisfactory references.

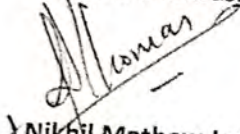
The terms and conditions set out in this letter constitute service conditions applicable to your employment in the Company and in case of any dispute arising out of the same, the Courts at Thrissur, Kerala will have exclusive jurisdiction.

Please note **"GBS reserve the right to revoke the Appointment / Offer Letter, if any discrepancies is found in the documents or information submitted by you."**

We look forward to having you to join us on **01-February-2023**

We welcome you to **GramPro Business Services Private Limited** and look forward to your valuable contribution in scaling the Company to greater heights.

Yours sincerely,
for **GramPro Business Services Private Limited**


Nikhil Mathew Joseph
Head - Operations & Business Development



To : Ms. Silpa Rajan, Karumathil House, Kakkassery P O, Thrissur, Kerala- 680511

CC : Payroll/Finance/Personal file.

GRAMPRO BUSINESS SERVICES (P) LTD

(formerly known as **Lahanti Business Services (P) Ltd**)

CIN: U74999KL2017PTC047850

Regd. Off: Building No: 708, Sreebhadra Complex, Tirupadi Lane, Mannuthy, Thrissur - 680651, Kerala.

Email: contactus@grampro.net, Tel: +91 9074 556 094, www.lahanti.com

To
Mr.Charles Attlin KA

25-10-2022

APPOINTMENT LETTER

Dear Mr.Charles,

With reference to the meeting you had with the undersigned and subsequent telephonic discussion, we are pleased to appoint you as **Techno-Commercial Manager** in our organization on the following terms and conditions.

1. You will join us on 10-11-2022
2. Your Annual fixed salary would be Rs.360000 (Three Lakhs Sixty Thousand) ,the details of which is been given in the Annexure-A as attached. You are also entitled for a variable package based on your performance. The details of the same is given in Annexure-B
3. Your present place of work will be in Kochi, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.
4. You will be on a probation period of three months. Based on your performance your services will be confirmed with the company in written after the period.
5. 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, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned. unless you have previously applied to and obtained the written permission from the Company.
6. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.
7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged, or made public by you even thereafter.

Date: 10 January 2022

To,
 Dr. Merin Mohan
 S/O Mohan Panicker, Kaleeckal house,
 Vennikulam P.O, Puramattam,
 Kerala - 689544.

SUBJECT: OFFER LETTER

Dear Dr. Merin,

Congratulations!

We have spotted the potential in you and we are pleased to offer you the following:

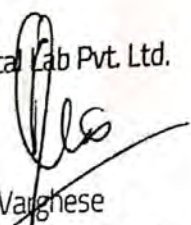
1. Position : Product Manager – Sales & Marketing
2. Date of Joining : 12th January 2022
3. Probation Period : Three Months from the date of joining
4. Place of Posting : Muvattupuzha
5. Annual Salary : Rs. 3,00,000.00/- (Three Lakhs Only) *break up in Annexure I
6. This offer is valid for the period of joining date as mentioned above. Any changes to it may be admitted subject to the approval of the undersigned in writing.
7. Detailed Appointment Letter will be given to you on your joining.
8. Please ensure that the following documents are present at the time of joining to enable us to issue your appointment letter and to complete your joining formalities.
 - a. Experience Certificates
 - b. Qualification Certificates
 - c. Last Two Months Salary Slips
 - d. Copy of Pan Card
 - e. Copy of Aadhar Card
 - f. Copy of License
 - g. 2 Numbers of Passport size Color Photographs/Family photos (Family photo-1 copy for biodata [include all members])
 - h. Cancelled Cheque / Passbook Copy
9. This offer is made based on the credentials you have furnished in your CV and discussed during interview.
10. This offer is subject to Medical Examination and background verification. (Medical certificates including Eye test, Physical Fitness, Chest X-ray, Routine blood test)

If the offer letter is acceptable to you, please acknowledge the same by signing and returning the duplicate copy as a token of your acceptance, within 2 days of receipt of the letter.

We are happy to welcome you to the *Dentcare* family and look forward to a mutually rewarding association.

Thanking you,

For DentCare Dental Lab Pvt. Ltd.


 Mr. Alias Mattathil Varghese
 General Manager – HR and Admin

DentCare Dental Lab Pvt. Ltd.

NAS Road, 130 Jn., Muvattupuzha

Kerala, India - 686 661

Ph: +91 485 2832112, 2836112

www.dentcaredental.com

info@dentcaredental.com

CIN - U33116KL2007PTC0206



Annexure -I

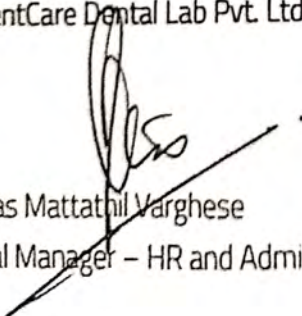
Your gross monthly CTC shall be in INR The basic remuneration structure for the same shall be as follows.

Name Dr. Merin Mohan

Designation: Product Manager – Sales & Marketing

	Particulars	Per Month	Per Annum
A)	Basic	15000	180000.00
	HRA	4500	54000.00
	Washing Allowance	500	6000.00
	Conveyance Allowance	0	0.00
	City Allowance	0	0.00
	Special Allowance	3200	38400.00
	Mobile Allowance	0	0.00
	TOTAL (A)	23200.00	278400.00
B)	PF-Employer's contribution	1800.00	21600.00
	ESI- Employer's contribution	0.00	0.00
	Total (B)	1800.00	21600.00
C)	TOTAL CTC (A+B)	25000.00	300000.00
	Total Earning		23200.00
	Provident Fund		1800.00
	ESIC @0.75%		0.00
	Professional Tax		Will be Deducted as per the rule
	Income Tax		Will be Deducted as per Income tax policy
	Total Deductions		1800.00
	Net in Hand		21400.00

For DentCare Dental Lab Pvt. Ltd.


Mr. Alias Mattathil Varghese
General Manager – HR and Admin

28th Aug 2021

To,

Merlin K Albin
Thodupuzha

Dear Merlin K Albin,

Subject: Letter of employment/ Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is *Trivandrum*

Your annual compensation would be **Rs 260000/-**

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of 27th Aug 2021 and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining 1-Sep-21.

We take this opportunity to welcome you to *HiyaMee Private Limited* and wish you a long and successful career with us.

For *HiyaMee Private Limited*

Agreed and Accepted



Anita Mutha
VP- Human Resources

Name: Merlin K Albin
Date: 28/08/2021

From: Ak Punnya <akpunnyapremkumar@gmail.com>
Date: Fri, May 7, 2021, 5:21 PM
Subject: Re: Offer of Employment
To: HR | Orell <hr@orell.in>
Cc: Orell Talk <mail@orell.in>, Asha Fern <asha_1960@hotmail.com>

I accept the offer.

On Fri, May 7, 2021, 6:18 PM HR | Orell <hr@orell.in> wrote:
Dear Ms.Punnya,

Congratulations..

Further to your final interview with us, we would like to formally offer you the position of Product Manager (Trainee) in Orell. In view of the current pandemic, your official date of joining will be intimated shortly.

As your university exams for the last two semesters are still pending, you will be offered to be appointed as Trainee for the initial period with a monthly stipend of Rs.15,000 along with variables ranging from Rs.5000 to Rs.15,000 per month. Your official employment as Product Manager will begin immediately after your final examinations. Thereby you will be getting enrolled to our company payroll with a monthly salary of Rs.20,000 along with variables ranging from Rs.5,000 to Rs.15,000 per month for the first six months and Rs.25,000 to Rs.30,000 along with variables ranging from Rs.5,000 to Rs.20,000 thereafter. Kindly find the detailed CTC scale attached herewith.

This is a full time position and you will be on a probation period of 6 months from the date of your official appointment as an employee in Orell. We may consider your salary increment, incentives revision and confirmation and which solely depends on your consistent performance during the probation period.

All the procedures have been informed to you in advance during your final interview and we look forward to building a long lasting relationship with you.

We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

Kindly send the confirmation through mail.

Thanks & Regards,

Neethu C P
Human Resource Department

Contact: Tel: +91 484 4141 000, Mob: 9387614000

OFFER LETTER

To,

Savithri Devi G
Palliyara Madam, Kodumon P O Pathanamthitta
Pathanamthitta, Pathanamthitta
Kerala

Date 09-08-2022

Dear Savithri Devi G,

Sub : Offer of Employment - Associate-Finance & Accounts

Further to our recent meetings and discussions, we are pleased to offer you the position of Associate-Finance & Accounts subject to the following terms & conditions.

1. Date of Joining :

Subject to your acceptance of these terms, your employment will commence on or before 10-08-2022. In the current scenario, the Onboarding will be Virtual and the information related to the same will be sent to you before the joining date.

2. Location :

Your initial employment location will be our office at 5th Floor Ganga, Phase III, Karyavattom P.O. Trivandrum, Kerala, India - 695581. The Company may transfer you to other locations from time to time.

3. Cost to company :

Your total employment Cost to Company (CTC) will be INR 300000 (Rupees Three Lakh) per annum. Please refer to Annexure I for details.

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

4. Probation :

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

Private & Confidential

OFFER LETTER

8. No Conflict :

If you accept this offer, you will be confirming that you are not party to any agreement or arrangement which in any way restricts, prohibits or debars you from accepting the offer made by the Company including but not limited to any non-compete, non-disclosure or restrictive agreement or terms and that you will have no continuing obligations or restrictions which will apply to you from the date of commencement of your employment with the Company or if you are so bound, that will honour such covenants and agreements.

This offer will remain open for a period of five working days. If this offer is acceptable to you, please confirm your acceptance in writing via electronic mail to your recruiter on or before 11-08-2022. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

Should you have any questions with regard to this offer, please do not hesitate to get in touch with your point of contact in Talent Acquisition Team.

We hope you will find this offer acceptable and look forward to you joining the Company.

For Allianz Services Private Limited,



Surej Pillai
Group Manager-People Experience



Jison John
Managing Director

Fwd: Letter of Offer

1 message

Fri, Mar 4, 2022 at 6:54 PM

Placements DC <placements@dcschool.net>
To: Imelda Thomas <imelda.mba20@dcschool.net>

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

From: **Shafeek Adam** <shafeekadam98@gmail.com>
Date: Mon, Sep 13, 2021, 11:27 AM
Subject: Fwd: Letter of Offer
To: <placements@dcschool.net>

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

From: **Pratap Shankar C P** <pratap@royaldrive.in>
Date: Sat, Sep 11, 2021, 12:36 PM
Subject: Letter of Offer
To: <shafeekadam98@gmail.com>

LETTER OF OFFER

Mr. Shafeek Adam

Firdous House

Punnapara P.O

Alappuzha ,Kerala

Pincode-688004

Congratulations!

We are pleased to offer you an Employment with **Royal Drive** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **Sales Consultant** and will be based at our **Cochin** Office.
2. Your date of commencement of Employment will be on or before **13/09/2021**.
3. You will be entitled to receive a consolidated Gross Salary of **Rs: 10,000/- (Rupees Ten Thousand Only)** per month.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
5. You will be on probation for a period of 3 months from the date of joining.
6. Please bring along the below listed documents / details on your day of joining.
 - a) ID proof certificates (Copy of passport / Pan Card / S.S.L.C / Aadhar)
 - b) Original Academic Certificates (all from 10th to Highest)
 - c) Relieving letter from previous employer.

IVY Portfolio Management

98/ 1, 2nd floor, 1st Cross Road, New Thippasandra Main Rd, HAL 3rd Stage, Indiranagar, Bengaluru

Job Application no. 2021/ 09/ C-174

Dear Anetta Shibu

This is with reference to your application on Indeed "Assistant Equity Dealer" IVY Portfolio Management . We believe your skills and experience is an excellent match for our company. We have shortlisted your profile for the post of Assistant Equity Dealer in our company.

First 3 months after joining will be the training period (you will be paid salary in the training period also). In this period we will provide you training on the functioning of the Stock market (Free of charge). The job is work from home for you as you are not from the local city. If you can relocate to Bangalore we will revise your salary based on your performance.

After completion of 3 months training period your main work will be to operate the trading accounts of the company or the clients as per the requirement.

The annual starting salary for this position is Rs 2,89,000 CTC Per Year paid on monthly basis. Please confirm your acceptance by September 22 ,2021 about joining the post.

Your employment with IVY Portfolio Management will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definitive period of time.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Please note:

*This is not the appointment letter, your appointment will be confirmed once you share your consent and you accept the company's terms & conditions.

You will be required to open a demat account in your name which will be mapped to our company account. All the operating and maintenance charges of the demat account will be borne by the company.

The training batch will consist of 15 candidates and after completion of training period, you will have to give an exam and interview. Company will continue with 3 candidates only.

Regards
Sonal
HR Department,

IVY Portfolio Management

Regd Address: 98/ 1, 2nd floor, 1st Cross Road, New Thippasandra Main Rd, HAL 3rd Stage, Indiranagar, Bengaluru

HRTAD/ Campus/Rec/2020-21

ABHIJIT
MBA
DC School Of Management and Technology, Vagamon

Dear Sir/ Madam,

Sub: Selection to the post of Officer in Junior Management Grade I for Branch Banking Role

Hearty Congratulations

We are happy to inform you that you have come out successful in the recruitment process conducted on 31/05/2021 for the post of **Officer in Junior Management Grade I for Branch Banking Role**. Accordingly, you are provisionally empanelled for absorption in Bank's service as Officer in Junior Management Grade I subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled at any stage, without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of two years from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team for an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead.. !

Warm Regards,

Vice President (HR)



HR/23/068 March 1, 2023

Bhagya N U
Nelliparambil House,
Chemmapilly, Vadakkummuri,
Thrissur, Kerala - 678001

OFFER LETTER

Dear Bhagya,

With reference to our discussion, we are delighted to appoint you as Business Operation Support (Level 1) with a CTC of Rs.1,93,500/- (details attached in Annexure A) per annum. You can join us on the following terms and conditions:

1. Immediately on joining the company, you'll be required to enter into an agreement, undertaking to serve the company for a minimum period of 6 months after the probation, failing which, you shall be liable to compensate the company for an amount equivalent to your three months' salary.
2. You will be posted at Koratty Infopark. However, during your employment with us, you may be posted or transferred to any other units/companies/offices/ or clients of the company either in India or abroad at the sole discretion of the management.
3. You shall be reporting to your Team lead, 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.
4. Either party can terminate this contract by giving 3 months' notice in advance.
5. You will be terminated from employment with immediate effect and without notice if:
 - Any declaration given by you, or testimonials furnished by you to the company proves to be false.
 - You are found to have been convicted for or indulged in criminal, subversive, or immoral activities.
 - You are found to have indulged in financial irregularities.
 - You have violated any company stipulated policies/guidelines that specify employment termination in case of violation.

28th Aug 2021

To,

Abhijith D
Kottayam

Dear Abhijith D,

Subject: Letter of employment/ Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is *Trivandrum*

Your annual compensation would be **Rs 260000/-**

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of 27th Aug 2021 and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining 1-Sep-21.

We take this opportunity to welcome you to *HiyaMee Private Limited* and wish you a long and successful career with us.

For *HiyaMee Private Limited*

Agreed and Accepted



Anita Mutha
VP- Human Resources

Name: Abhijith D
Date:

Let's make
digital change
happen

6

February 17, 2022

Ref No: HTCG/NTECH/FEB 22/13483

Mr. Akhil Krishna
Sreekrishna Vilasam, Kottamkulangara Ward,
Alappuzha, Aryad South(part)Alappuzha,
Kerala 688006.

Dear Akhil,

With reference to the interview(s) you had with us, we are pleased to appoint you in our Company as **LI – Junior Associate**. The terms and conditions of your appointment are given below:

Heads	Monthly (in Rs.)	Annual (in Rs.)
Basic Salary	10500	126000
House Rent Allowance	5250	63000
Conveyance Allowance	1600	19200
Meal Pass / Allowance	2000	24000
Other Allowance	1324	15886
Medical Reimbursement /Allowance	417	5000
Monthly Gross	21091	253086
LTA* ¹		5000
Bonus* ²		9000
HTC Group Medical Insurance* ³		4176
Term Life Insurance Premium		1080
PF (12%) company's contribution towards EPF* ⁴		21600
Gratuity* ⁵		6058
Annual Gross		300000

Salary will be paid on the last day of every month, which may be delayed due to delays in timesheets submission/approvals and also in case of discrepancies in attendance. If your joining date is after 20th, salary will be paid along with subsequent month payout

Leave Travel Assistance *¹:

The employee is eligible for leave travel assistance on completion of one year of service with the company.

Bonus *²:

Bonus – will be eligible and payable as per The Payment of Bonus Act, 1965 and necessary amendments to the Act thereof from time to time.

T: +91 44 45138888 | F: +91 44 45138800 | W: www.htcinc.com | CIN: U72900TN2001PTC047862



HTC Global Services (India) Private Limited, No. 41, GST Road, Guindy, Chennai, Tamil Nadu-600032, India
World Headquarters: HTC Global Services, 3270 West Big Beaver Road, Troy, MI 48084, USA

Appointment Offer No : ENV-IO-HR-AO-2021-617
Appointment Offer dated : 20-Dec-2021

20-Dec-2021

Alan Joy

Kooramvila Puthen Veedu,
Plappally P.O, kottarakkara,
Kollam - 691531,
Kerala

Sub: - Appointment Offer

Dear Alan,

After review of your impressive credentials and the interview, we are pleased to confirm that you have been selected for the post of **Associate Operations Analyst**. We are enclosing herewith your Appointment Offer dated **20-Dec-2021**. If you are accepting our offer, please send us your confirmation within 5 days. If no such confirmation is received on or before the said period, this offer shall stand void.

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

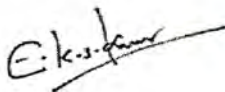
1. All certificates in support of your educational qualifications
2. Salary and Work experience certificates, if relevant
3. Relieving letter from your previous employer, if relevant
4. Copy of your passport (if you do not have one please apply for it)
5. Six passport size photographs of self (with white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

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

We are looking forward to a long standing relationship.

Yours Sincerely,

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



Santhosh Kumar E K
Vice President - Human Resources



25 January 2022

Amal Prince Jose
Idukki

Dear Amal,

Further to our offer and your acceptance thereof, we have pleasure in appointing you as **Key Account Executive** at our Kochi, Kerala, India office effective **3 February 2022**.

Your annual total cash compensation will be **INR 495,000 [Rupees Four Lakh Ninety Five Thousand Only]**. Your compensation is mentioned in the attached Annexure-I.

You will be eligible for 20% of your total cash compensation as an annual performance bonus as per the Bonus plan's terms and conditions. The company will review its overall performance and your individual performance and will determine your bonus, if any.

You will be awarded **72 Stock units** worth approximately **\$5,000.00 only** under the PhonePe Stock Option Plan 2020 (PSOP 2020). You will receive the stock grant letter within 90 days from the day of joining the organization post completing the necessary formalities.

In case you choose to leave PhonePe within 12 months from date of joining then all the relocation expenses incurred on actuals will be recovered in you full and final settlement. These relocation expenses include the travel and accommodation expenses incurred towards you and family, expenses towards local conveyance and movement of goods.

Either you or the Company shall be entitled to terminate your employment at any time as per this Agreement. Any contrary representations that may have been made to you shall be superseded by this Agreement. This Agreement shall constitute the full and complete agreement between you and the Company on the nature of your employment, which may only be changed in an express written agreement signed by you and a duly authorized officer of the Company.

You may voluntarily resign from your employment at any time on giving to the **Two calendar months'** prior written notice or pay salary in lieu thereof. However, the Company may at its sole discretion waive all or part of the notice or allow the employee to make payment to the Company in lieu of all or part of the notice period. In the event of promotion/role change for any reason, company's prevailing notice period policy as applicable to such new designation/role will apply.

Probation - For a period of one (1) month from your date of joining the PhonePe group you shall be under probation. At the end of the probation your employment shall be deemed to be confirmed unless you have been issued a communication from the Company in writing extending your probation for a period decided by the Company. During the probation period, either party may terminate the employment at anytime, without assigning any reason, upon written notice to the other party of not less than seven (7) days or on payment of salary in lieu of the said notice period. Unless stated otherwise, there would not be any change in the terms of employment on confirmation.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by PhonePe or an appropriate third party, and the results of such background checks being favorable in PhonePe's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or

PhonePe Private Limited

Regd. Office: Unit No.001, Ground Floor, Boston House, Suren Road, Off. Andheri-Kurla Road, Andheri (E), Mumbai, Maharashtra - 400093

Corporate Office: Office-2, Floor 4, 5, 6, 7, Wing A, Block A, Salarpuria Softzone, Service Road, Green Glen Layout, Bellandur, Bengaluru, Karnataka 560103

support@phonepe.com

022-40071201

www.phonepe.com

CIN: U67190MH2012PTC337657

HO/HR/TA/3307481

Date:09/07/2021

Ms. Amala Mary Thomas,
Poathanikattu(H) Anaviratty(P O) Kampiline Idukki

Dear Ms. Amala Mary Thomas,

Sub: Provisional Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of **'Executive Trainee' - Grade 'B1'**.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's **vision** of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. **300000.0**
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in Across India. However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you



Concinnity Employee Agreement

31st-Jan-2022

Amrutha K S

Kodickal (House),
Kurichilakode, Kodanad P O,
Ernakulam, Kerala , Pin: 683544

Amrutha

We are excited to have you join Concinnity Media Technologies. We strive to hire great people like yourself and give them an amazing place to work so we can all fulfill our vision of incubating happiness.

This Employment Agreement is our first step to clearly outline important expectations for both of us. This agreement kickstarts how your role will and introduces our culture, values, and work at Concinnity . These learning will continue throughout your onboarding process after your official start date.

However long your time with Concinnity is, we are committed to helping you become more successful, find meaning and have fun than you ever thought possible.

20-Dec-2021

Anagha Babu

Venattu House,
Chirakkadavam, Kayamkulam P.O.,
Alappuzha - 690502,
Kerala

Dear **Anagha**,

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

Terms and conditions of the Offer

1. Pre-requisites

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

2. Posting

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

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

3. Reporting Date

You are requested to report at corporate office of the company situated at Envestnet, TC 4/2035-1, Kowdiar post, Trivandrum, Kerala- 695003, India on **30-Dec-2021**.

4. Probationary Period

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

Registered Office: Envestnet Asset Management (I) Pvt. Ltd.
TC 4/2035 - 1, Kowdiar Post
Trivandrum, Kerala, India - 695003
CIN: U72200KL2001PTC015113

www.envestnet.com



EYGBS (India) LLP
3rd Floor, Tower C,
RMZ Infinity, Old Madras Road
Bengaluru, K R Puram,
Bangalore - 560016
KARNATAKA, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
EY.COM

06 January, 2022

Mr Anegh Ramesh
KrishnanJanam house panangad po,
Panangad, near muslim jamath,
Ernakulam,
Kerala - 682506

Contact No: +91 9895347452
Email: aneghram007@gmail.com

Dear Anegh,

**Subject: Appointment in the position of
Associate Analyst**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EYGBS (India) LLP" (the "Firm") subject to the following terms and conditions:

1. POSITION:

You will be appointed in the position of **Associate Analyst** in Conflict Checking in the Firm. Your Rank will be 66. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Kochi office.

2. DUTIES AND CODE OF CONDUCT:

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

3. WORKING HOURS:

You will be required to work in shifts. Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your reporting manager. It is expressly made clear herein that your applicable timings of work would be as decided and notified to you by the Firm, and by accepting this appointment letter you would be deemed to have given your consent to work in shifts. The Firm

EYGBS (India) Private Limited, (A private limited company with registration no. U74140KA2006PTC040620) converted into EYGBS (India) LLP (a limited liability partnership with LLP Identity No. AAM-3794) effective 05 April, 2018 Regd. Office: 3rd floor, Tower C, RMZ Infinity, Old Madras road, Bangalore - 560016, India

This file is signed using Digital Signature.

24-Sep-2021

Anjitha T S

Thekkanatt (H),
Perumballoor P.O.,
Ernakulam - 686673,
Kerala

Dear Anjitha,

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

Terms and conditions of the Offer

1. Pre-requisites

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

2. Posting

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

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

3. Reporting Date

You are requested to report at corporate office of the company situated at Investnet, TC 4/2035-1, Kowdiar post, Trivandrum, Kerala- 695003, India on **10-Nov-2021**.

4. Probationary Period

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

Registered Office: Investnet Asset Management (I) Pvt. Ltd,
TC 4/2035 - 1, Kowdiar Post
Trivandrum, Kerala, India - 695003
CIN: U72200KL2001PTC015113

www.investnet.com

HO/HR/TA/4340081

Date:16/06/2021

Mr. Anto Benny,
Cherukattil house, Arakulam po, Moonumkavayal Idukki district, Kerala 685591 9846991532

Dear Mr. Anto Benny,

Sub: Provisional Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of **'Executive Trainee' - Grade 'B1'**.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Banking to Everyone'. Also, you are committing to the Bank's **vision** of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be **Rs. 300000.0**
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in Across India . However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you

6th Dec 2021

To,

Anu C Santhosh
Kothamangalam

Dear Anu C Santhosh,

Subject: Letter of employment/ Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is **Trivandrum**

For annual compensation please refer (**ANNEXURE 1 - EMPLOYEE REMUNERATION STRUCTURE**)

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by : required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of **6th Dec 2021** and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining **13th Dec 2021**

We take this opportunity to welcome you to *HiyaMee Private Limited* and wish you a long and successful career with us.

For *HiyaMee Private Limited*



Asha Rani
Manager - Human Resources

Agreed and Accepted



Name: Anu C Santhosh

Date: 7/12/2021

Appointment Offer No : ENV-IO-HR-AO-2021-588
Appointment Offer dated : 24-Sep-2021

24-Sep-2021

Aparna Babu

Venattu House,
Chirakkadavam, Kayamkulam P.O,
Alappuzha - 690502,
Kerala

Sub: - Appointment Offer

Dear Aparna,

After review of your impressive credentials and the interview, we are pleased to confirm that you have been selected for the post of **Associate Operations Analyst**. We are enclosing herewith your Appointment Offer dated **24-Sep-2021**. If you are accepting our offer, please send us your confirmation within 5 days. If no such confirmation is received on or before the said period, this offer shall stand void.

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

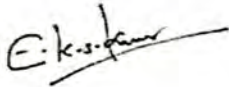
1. All certificates in support of your educational qualifications
2. Salary and Work experience certificates, if relevant
3. Relieving letter from your previous employer, if relevant
4. Copy of your passport (if you do not have one please apply for it)
5. Six passport size photographs of self (with white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

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

We are looking forward to a long standing relationship.

Yours Sincerely,

For Investnet Asset Management India Pvt. Ltd.,



Santhosh Kumar E K
Vice President - Human Resources

20
APPOINTMENT LETTER

Trivandrum
December 02, 2021

Dear **Miss. Aparna .S**

Congratulations! We welcome you to the family of **SRAV EDUCATION**.

We are pleased to appoint you as **Trainee Customer Relationship Executive** in
SRAV Education Pvt. Ltd.
Employee ID : SL 1037
Date of Joining : 12 December 2021

Terms and Conditions:

1. Your place of posting will be at Trivandrum, however during your employment with us you may be posted or transferred/attached to any other units/companies/offices or clients of SRAV Education, either in India or Abroad at the sole discretion of the Management.
2. Your emolument by way of Annual Cost to the Company is **Rs 120,000** (Rupees Only) **per annum**.
3. Salary will be disbursed on or before the **10th** of every month.
4. You shall report to the Human Resource Manager of the company, or any authorized person nominated by the company from time to time, who will assign your role, duties, and responsibilities in the company.
5. **Probation** - You will be on probation for a period Three (3) months from the date of joining the services of the Company. During this period, your performance will be monitored periodically, and your confirmation shall be subject to the Company's determination of your level of performance during this probation period. In the event, if the Company is not satisfied with your performance, the Company shall at its sole discretion either extend your probation for such period or may deem fit or terminate your services immediately.
6. You will be confirmed by an expressed order in writing on the first day of the subsequent month.

SRAV EDUCATION PRIVATE LIMITED



7th Dec 2021

21

To,
Ardra T.B
Prokalem
Dae Ardra T.B.

Subject: Letter of employment/ Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is **Cochin**

For annual compensation please refer (ANNEXURE I - EMPLOYEE REMUNERATION STRUCTURE)

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of **7th Dec 2021** and will be valid for a period of 3 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By receiving to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining **14th Dec 2021**

We take this opportunity to welcome you to **HiyaMee Private Limited** and wish you a long and successful career with us.

For **HiyaMee Private Limited**

Ardra Rani
Manager - Human Resources

Agreed and Accepted

Name: **Ardra T.B**
Date: **07 /12 / 2021**

Profilo d'impresa
L'azienda è un'impresa a partecipazione familiare, con un capitale sociale di 100 milioni di lire, di cui 50 milioni di lire sono a partecipazione familiare e 50 milioni di lire sono a partecipazione pubblica.

La famiglia possiede il 50% del capitale sociale, mentre il restante 50% è detenuto dalla pubblica amministrazione.

Quali le responsabilità della

cosa viene

Il gruppo di lavoro ha individuato le responsabilità della cosa viene in base alle informazioni fornite. Le responsabilità sono:

- 1. La famiglia possiede il 50% del capitale sociale, mentre il restante 50% è detenuto dalla pubblica amministrazione.
- 2. La famiglia possiede il 50% del capitale sociale, mentre il restante 50% è detenuto dalla pubblica amministrazione.
- 3. La famiglia possiede il 50% del capitale sociale, mentre il restante 50% è detenuto dalla pubblica amministrazione.
- 4. La famiglia possiede il 50% del capitale sociale, mentre il restante 50% è detenuto dalla pubblica amministrazione.

Il gruppo di lavoro ha individuato le responsabilità della cosa viene in base alle informazioni fornite. Le responsabilità sono:

- 1. La famiglia possiede il 50% del capitale sociale, mentre il restante 50% è detenuto dalla pubblica amministrazione.
- 2. La famiglia possiede il 50% del capitale sociale, mentre il restante 50% è detenuto dalla pubblica amministrazione.
- 3. La famiglia possiede il 50% del capitale sociale, mentre il restante 50% è detenuto dalla pubblica amministrazione.
- 4. La famiglia possiede il 50% del capitale sociale, mentre il restante 50% è detenuto dalla pubblica amministrazione.

Ma per l'azienda conviene la gestione familiare o pubblica?

La risposta è:

La gestione familiare è più conveniente.

Chiedi

Quali le responsabilità della cosa viene?

Kochi, 28/January/2022

Dear **ARVAKESHNI M S**
HADATHIL PARAMBU HOUSE, VAYALAR P O
CHERNHALA KERALA
688536

We thank you for your interest shown in joining the Geojit family.
Referring to your application and the subsequent interview, we are pleased to offer you the position of **SALES-FINANCIAL CONSULTANT** in **ABB**.
KALOOR - KATHIRITKADAVU. You are requested to join at the earliest.

The salary Offered to you is given below and details are attached.

Salary Details	
Cost to the Company(CTC)	21000.00
Gross Salary	18596.00

The salient features of the offer are as follows:

- You will be under probation for a period of six months.
- During the probation period, you will have to pass the required industry certifications which would be mentioned in the appointment letter.
- Your performance as against the goals assigned to you will be constantly monitored.
- Formal appointment letter will be issued after your joining the Company.

• This Offer is valid for a period of 95 days from the date of issue, or till the time exception given.
You shall mandatorily furnish the following documents for completing the joining formalities/Please bring all the originals and copies for verification:

1. Four passport size photographs.
2. Certificate as proofs of age(SSLC/Birth certificate).
3. All Marital & Certificates from 10th Standard onwards.
4. Medical fitness certificate from a registered medical practitioner.
5. Photo ID Proof - Passport/Election ID/Driving License/Aadhaar card/PAN card.
6. Address Proof - Passport/Driving License/Aadhaar card/BSNL Landline Telephone Bill/Bank Passbook/Ration card/Rental Agreement.
7. PAN card.
8. Aadhaar card
9. Salary slip from previous employer.
10. Relieving letter/Resignation acceptance/experience certificate from previous employers.

Please bring this letter when you report to our office. Your acknowledgement by reply mail is required for taking this offer forward.

George P. Raphael
Deputy General Manager - HR

Copy to
HR Department
State Head, KERALA SOUTH
Regional Manager, KOCHI
This is a system generated letter and hence signature is not required.

GEOJIT FINANCIAL SERVICES LTD. - Regd. Off. : 34/659-P, CMI Line Road, Padivalam, Kochi-682024. Tel. : 0484 - 2901000, Fax : 2979695, Email: mallus@geojit.com, For grievances: grievances@geojit.com, www.geojit.com | SEBI Regn. Nos.: INSE:INB/INF/INE231337230,BS E:INB011337236, F:FO11337237, NSDL: IN-DP-NSDL-24-97, CDSL: IN-DP-CDSL-648-2012, Portfolio Manager: INP000003203

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STRICTLY PRIVATE AND CONFIDENTIAL

Date: 21 Jul 2021

Dear **Ashik Muhammad S.**

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you, we are pleased to offer you on appointment to Bajaj Finance Limited ("Company") on the following terms:

1. **DESIGNATION & BAND**
You will be designated as "**Assistant Manager - SALPL - Growth, SALPL - Growth, Sales**" at **GB02** Band.

2. **PERIOD OF EMPLOYMENT**

2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **29 Jul 2021** (or any other date as may be agreed by BFL in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.

2.2. The retirement age of the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. **HOURS AND PLACE OF WORK**

3.1. You shall be based in our **Thiruvananthapuram** office but may be required to serve the Company in any place within or outside India, as required.

3.2. You may be required to travel nationally and internationally on the business of the Company, you will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.

3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. **SALARY**

4.1. **Your basic salary will be Rs. 9,000/- (Rupees Nine Thousand only) and your house rent allowance will be Rs. 4,500/- (Rupees Four Thousand Five Hundred only) per month.** Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.

4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.

4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. **TERMINATION OR RESIGNATION FROM SERVICE**
The employment can, subject to the policies of the

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, 0/1 Fune, Ahmednagar Road, Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Fune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.: 165970M198787FLC042961

www.bajajfinserv.com/finserv

ADU/CO/HRD/143/20-21
21/04/2021

Mr. Ashique Thomson

Sub: Offer letter

Dear Mr. Ashique Thomson,

This is in reference to your application and subsequent interview you had with us. We are pleased to offer you under the terms and conditions mutually agreed at the time of interview.


Your designation and department will be informed at the time of your appointment. Your date of joining will be informed later.

Your formal appointment letter will be issued to you on completion of your joining formalities including verification and reference check. You should also submit all your certificates and testimonials at the time of joining. The list of required documents in original and positive outcome of is valid subject to producing of under mentioned documents in subject to producing your final certificate verification and reference check. Your confirmation is subject to producing on or before the completion of of MBA course. In case you leave the services of the organization on or before the completion of one year from the date of your joining, the training cost (inclusive of 18% GST) would be recovered from your final settlement of account. The calculation of training cost would be at the sole discretion of management on actual basis.

In token of your acceptance of the above said offer, please sign and return the duplicate copy of this letter.

Thanking you,

For Agappe Diagnostics Ltd,


Paulson K Paul
Associate Vice President - HR

List of Documents:-

1. Proof of date of birth
2. Proof of qualification
3. Relieving letter from the previous employer
4. Duly authenticated proof of last drawn salary (CTC).
5. PAN Card copy(3 copies Duly signed)
6. Authenticated proof of residential address and Photo ID. (3 copies Duly signed)
7. Six photos
8. One Cancelled cheque of your Current Bank Account.
9. Aadhar Card(3 copies Duly signed)

NB: CTC break-up attached

AGAPPE DIAGNOSTICS LTD.

ISO 9001:2015 | EN ISO 13485:2016 CERTIFIED COMPANY | CIN : U24239MH1998PLC15413

CORPORATE OFFICE / REGISTRI PLANT
Agapge Hills, Palmanuram (PO), Dist. Ernakulam, Kerala - 681 562, India.
Tel: - 91 484 286 7000 | Email: agapge@agapge.in

MUMBAI REGISTERED OFFICE
401 & 402, 4 Floor, Jubilee Business Centre, 119,
Salim Road, Parel, Andheri East, Mumbai - 400 092, India.
Tel: - 91 22 4200 8000 | Email: mumbai@agapge.in

EQUIPMENT PLANT
K/358-CB, Block No. 32, KINIFRA Small Industrial Park,
Noida, Gurgaon, Kerala, India - 685 221. Tel: - 91 484 276 7477.

DELHI OFFICE
53M 540, 5 Floor, DIT Tower, Shivaji Marg,
New Delhi - 110 015, India.
Tel: - 91 11 4538 8410 | Email: delhi@agapge.in

KOLKATA OFFICE
406, Merin Mall, Plot No-10, Block-DN, Sector-V,
Salt Lake City, Kolkata - 700 091.
Tel: - 91 33 4001 0411 | Email: kolkata@agapge.in

BANGALORE OFFICE
5-4, 1st Floor, Red Cross Bhavan, No.26, Race Course Road,
Bangalore - 560 001. Tel: - 91 80 2228 8238
Email: bangalore@agapge.in

YOUR BEST PARTNER IN DIAGNOSTICS

AGAPPE



EY Global Delivery Services India Private Limited
3rd Floor, Tower 'C',
RMZ Infinity, RMZ Madras Road,
Benniganahalli, K R Puram
Bangalore, 560016,
KARNATAKA, INDIA

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

15 December, 2021

Mr Ashish S Kumar
Puthenkattunga Xvi 73 North Aryad,,
North Aryad, Thampakachuvadu,
Alappuzha,
Kerala - 688538

Contact No: +91 7907409964
Email: ashishskumar00@gmail.com

Dear Ashish,

**Subject: Appointment in the position of
Tax Analyst**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EY Global Delivery Services India LLP" (the "Firm") subject to the following terms and conditions:

1. POSITION:

You will be appointed in the position of **Tax Analyst** in GCR US in the Firm. Your Rank will be 44. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Kochi office.

2. DUTIES AND CODE OF CONDUCT:

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

3. WORKING HOURS:

Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL - 2743) effective 30 November, 2017. Regn. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.

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EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infiniti, 3rd Madras Road,
Bennur, Bengaluru, K R Puram
Bangalore - 560015,
Karnataka, India

Tel: +91 980 6681 2000
Fax: +91 980 6681 3334
ey.com

15 December, 2021

Mr Ashle Philip Varghese
adakkethu House,
Keekozhoor, Near Nmup School,
Pathanamthitta,
Kerala - 689672

Contact No: 8943414507
Email: ashlephilipvarghese007@gmail.com

Dear Ashle,

**Subject: Appointment in the position of
Tax Analyst**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EY Global Delivery Services India LLP" (the "Firm") subject to the following terms and conditions:

1. POSITION:

You will be appointed in the position of **Tax Analyst** in GCR US in the Firm. Your Rank will be **44**. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Kochi office.

2. DUTIES AND CODE OF CONDUCT:

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

3. WORKING HOURS:

Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U72499KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL - 2743) effective 30 November, 2017 Regd. Office: 3rd floor, Tower 'C', RMZ Infiniti, Old Madras Road, Bennur, Bengaluru - 560015, India

This file is signed using Digital Signature.

OFFER LETTER

Inbox

201



Renjini Joseph 4/29/2021

to me v



29/04/2021

ATHIRA C RAMESH

Chaluparambath (H),

Puthupally (PO), Kottayam

Kerala

India

Dear Athira,

It is with great pleasure that I am writing to you to offer you the position of Career Advisor with Axis Overseas Careers, Kottayam Branch. Your experience and enthusiasm will be an asset to our company. This is a full-time position.

As a Career Advisor your major duties and responsibilities are: -

- Provide accurate and Consistent information to clients.
- Clarify program requirements, policies and procedures.
- Assist the Students/Clients in identifying appropriate programs.
- Maintaining updates reports on application progress.

Axis Overseas Careers uses a three months probation time frame for new employees.

06 October 2021

EMPLOYEE OFFER LETTER

Dear Athul,

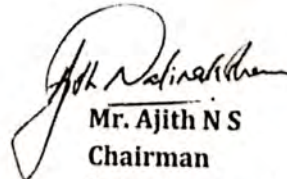
With reference to the interview, you have had with us, we are pleased to offer you the position of "Business Development Executive" for our company on the following terms and conditions:

- You will be paid a consolidated amount of **INR 15,000** (Fifteen Thousand Rupees only) plus incentives and variables if target achieved.
- This appointment is for a period of two years effective date of your joining and may be renewed on a mutual basis. This arrangement is with effect from **25 October, 2021** (or on a date that is mutually agreed) and will be valid for a period of two (2) years/s.
- In this capacity, during your probation period of six (6) months, you will be located in **Kochi** and will report to **Mr. Sandeep Karnavar, Manager** at Focuz Academy or any other person nominated by the company. However, your services could be transferred to any other Departments/Divisions of the Company. Notwithstanding your appointment in this company, your services could be reassigned to any other company of the United Group of Initiatives.
- You may also be assigned such other duties as may become necessary for the organization at the discretion of the Management in any Branch or Office of the Company and/ or its Subsidiaries or Partner Companies.
- This appointment can be terminated by giving 2 months' notice on either side or payment in lieu of shortfall in this notice period.
- You shall observe all rules and regulations of the company.
- This employee offer letter is valid for 1 month from the date of issue of the letter.
- Kindly sign a copy of this letter in acceptance of the above-mentioned terms and conditions and return the same for our records.

Signature:



Ms. Rajisha UR
HR Director
United Group of Initiatives



Mr. Ajith N S
Chairman
United Group of Initiatives



STRICTLY PRIVATE AND CONFIDENTIAL

Date: 21 May 2021

Dear Binoy Babu N B,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you; we are pleased to offer you an appointment at Bajaj Finance Limited ("Company") on the following terms:

1. DESIGNATION & BAND

You will be designated as "Assistant Manager - SALPL - Growth" at GB02 Band.

2. PERIOD OF EMPLOYMENT

- 2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on 27 May 2021 (or any other date as may be agreed by BFL, in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
- 2.2. The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.

3. HOURS AND PLACE OF WORK

- 3.1. You shall be based in our Alappuzha office but may be required to serve the Company in any place within or outside India, as required.
- 3.2. You may be required to travel nationally and internationally on the business of the Company.
- 3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
- 3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

4. SALARY

- 4.1. Your basic salary will be Rs. 9,000/- (Rupees Nine Thousand only) and your house rent allowance will be Rs. 4,500/- (Rupees Four Thousand Five Hundred only) per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.
- 4.2. A detailed break-up of your compensation is attached as Annexure - A to this Employment Letter.
- 4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.

5. TERMINATION OR RESIGNATION FROM SERVICE

The employment can, subject to the policies of the

Page 1 of 6

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road, Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
L65910MH1987PLC042961

www.bajajfinserv.in/finance



Date: May 28, 2021
Offer No : QS2211770

BITTO S BAIJU

COCHIN
KERALA

Subject:- Letter of Traineeship

This has reference to your interview/selection process for enrolment under Traineeship Program by Quess Corp as provided under its certified standing orders

We are pleased to enroll you for the Training Program as a Trainee- CSD under the Scheme set out on the following terms & conditions:

	Rs. Amount per Month
Break up	
Basic	14750
House Rent Allowance	3478
Advance_statutory_bonus	1229
Stipend Gross	19457
Employer's Contribution	1918
Employer Provident Fund	593
Employer_esi	86
Insurance	2597
Total Contribution	22054
Cost to Company: (CTC)	
Deduction: (Subjected to change)	166
Professional Tax	137
Employee Esi	1770
Provident Fund	20
Labour Welfare Fund	2093
Total Deduction	17364
Stipend NTH	

The tenure of the Training will be for six Months beginning MAY 29, 2021 and ending on NOV

IKYA

Ikya Confidential
Page 1
This is a system generated letter

Offer No : QS2211770

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Date: Jul 27, 2021
Offer No : QS2261260

CHRISTIN JACOB

TRIVANDRUM
KERALA

Subject:- Letter of Traineeship

This has reference to your interview/selection process for enrolment under Traineeship Program by Quess Corp as provided under its certified standing orders

We are pleased to enroll you for the Training Program as a Trainee- CSD under the Scheme set out on the following terms & conditions:

Break up	Rs. Amount per Month
Basic	14750
House Rent Allowance	3998
Advance_statutory_bonus	1229
Stipend Gross	19977

Employer's Contribution	
Employer Provident Fund	1918
Employer_esi	610
Insurance	86
Total Contribution	2614
Cost to Company: (CTC)	22591

Deduction: (Subjected to change)	
Professional Tax	166
Employee Esi	141
Provident Fund	1770
Labour Welfare Fund	20
Total Deduction	2097
Stipend NTH	17880

The tenure of the Training will be for six Months beginning JUL 29, 2021 and ending on JAN 25,



Ikya Confidential

Page 1

This is a system generated letter

Offer No : QS2261260

QUESS Corp Limited (Formerly IKYA Human Capital Solutions)

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE,

Open the camera on your smart phone and scan.

37
Date:15th June 2021

Dear Mr. Cyril James
Chiriyankandath house, R.V Puram P.O, Thrissur- 680631,

We are pleased to make an offer of appointment to you for the position of Officer – I Sales in our organization.

Location:Kannur
Asian Paints Limited, Door # CP 16/135 A, Chowva - Mattanur road, Valiyannur, Varam P O, Kannur – 670594

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

Comp Component	
Starting Basic	21000
Provident Fund (PF)	2520
Gratuity	1010
Interim Allowance	1000
HRA	10000
Education Allowance	200
Conveyance Allowance	17000
Consolidated Allowance	890
Month Total	53620
LTA	8000
Annual Bonus	35000
CTC p.a.	686441

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

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

This offer of appointment is valid until 17th June 2021 for acceptance. If we do not hear from you by 17th June 2021 i.e. the date on which the validity for acceptance expires, this offer of appointment shall be treated as withdrawn. Your expected date of joining is 19th June 2021. In case you fail to join us by 19th June 2021, this offer shall be automatically treated as withdrawn.

Thanking you,
For Asian Paints Ltd.

Dhrumeel Dutia
Manager – Human Resources

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APPOINTMENT LETTER

Trivandrum
December 02, 2021

Dear **Miss. Devika Prasenna Kumar**

Congratulations! We welcome you to the family of **SRAV EDUCATION.**

We are pleased to appoint you as **Customer Relationship Executive** in **SRAV Education Pvt. Ltd.**

Employee ID : SL 1035

Date of Joining : 15 December 2021

Terms and Conditions:

1. Your place of posting will be at Trivandrum, however during your employment with us you may be posted or transferred/attached to any other units/companies/offices or clients of SRAV Education, either in India or Abroad at the sole discretion of the Management.
2. Your emolument by way of Annual Cost to the Company is **Rs 144,000** (Rupees Only) per annum.
3. Salary will be disbursed on or before the **10th** of every month.
4. You shall report to the Human Resource Manager of the company, or any authorized person nominated by the company from time to time, who will assign your role, duties, and responsibilities in the company.
5. **Probation** - You will be on probation for a period Three (3) months from the date of joining the services of the Company. During this period, your performance will be monitored periodically, and your confirmation shall be subject to the Company's determination of your level of performance during this probation period. In the event, if the Company is not satisfied with your performance, the Company shall at its sole discretion either extend your probation for such period or may deem fit or terminate your services immediately.
6. You will be confirmed by an expressed order in writing on the first day of the subsequent month.

SRAV EDUCATION PRIVATE LIMITED

Spark complex College road, Kanjiramkulam, Trivandrum, Kerala - 695524.

+91 96 333 077 31, +91 96 333 077 21

06 October 2021

EMPLOYEE OFFER LETTER

Dear **Gainson**,

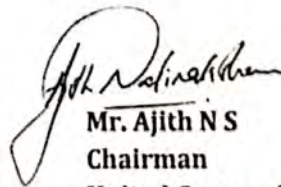
With reference to the interview, you have had with us, we are pleased to offer you the position of "**Business Development Executive**" for our company on the following terms and conditions:

- You will be paid a consolidated amount of **INR 15,000** (Fifteen Thousand Rupees only) plus incentives and variables if target achieved.
- This appointment is for a period of two years effective date of your joining and may be renewed on a mutual basis. This arrangement is with effect from **18 October, 2021** (or on a date that is mutually agreed) and will be valid for a period of two (2) years/s.
- In this capacity, during your probation period of six (6) months, you will be located in **Kochi** and will report to **Mr. Sandeep Karnavar, Manager** at Focuz Academy or any other person nominated by the company. However, your services could be transferred to any other Departments/Divisions of the Company. Notwithstanding your appointment in this company, your services could be reassigned to any other company of the United Group of Initiatives.
- You may also be assigned such other duties as may become necessary for the organization at the discretion of the Management in any Branch or Office of the Company and/ or its Subsidiaries or Partner Companies.
- This appointment can be terminated by giving 2 months' notice on either side or payment in lieu of shortfall in this notice period.
- You shall observe all rules and regulations of the company.
- This employee offer letter is valid for 1 month from the date of issue of the letter.
- Kindly sign a copy of this letter in acceptance of the above-mentioned terms and conditions and return the same for our records.

Signature:



Ms. Rajisha UR
HR Director
United Group of Initiatives



Mr. Ajith N S
Chairman
United Group of Initiatives



April 08, 2021

Dear Ms. Gajol Anna John,

Subject: Offer of Appointment as Intern – HR Operations

We are pleased to offer you an appointment as **Intern - HR Operations** with Thoughts Arena Solutions Pvt. Ltd. (the "Company"), in Trivandrum.

Your Annual gross salary along with breakup of salary is attached herewith as in **Annexure-A**.

Your employment with us will be governed by terms and conditions referred in **Annexure-B**.

This offer is valid up to April 09, 2021 and you are requested to kindly sign and return the duplicate copy and confirm your acceptance before the said date. This offer will be considered rejected and, therefore, rescinded by the Company if the candidate does not respond in writing by April 09, 2021.

If this is acceptable to you, please plan to report our office for joining formalities on **April 12, 2021**

Before joining, you are requested to submit **attested copies** of the following:

- (a) Certificates supporting your educational qualification along with marks sheet*
- (b) Schooling certificate (SSLC/ICSE) in support of your age
- (c) Your latest salary slips or salary certificate*
- (d) Your relieving letter from your previous/present organization
- (e) Service certificate, if any
- (f) 3 color passport size photographs
- (g) Latest passport
- (h) Medical reports**
- (i) Attested Copy of PAN Card.
- (j) Form-16 from current employer

*Our offer to you has been made based on information furnished by you at the time of the interview. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of above or if any contradiction with regard to information already



SIDHAH

GEO INFOPARK 2ND FLOOR Infopark Campus, Infopark Expy, Near South

Gate, Kakkanad, Kerala 682030

hr.sidhah@gmail.com

Greetings,

Gayathri P

Date: 07/03/2022

Learn curve Innovative Masters Technology Pvt Ltd ("Company") which fully owns and operates Sidhah.com is delighted to offer you employment on the following terms:

1. Position and Date of joining: Your position in the company will be of an Area Branch Manager, Central Zone after successful completion of the training program. You will join the company on 07/03/2022.
2. Reporting and Employment Location: You will initially report to AGM Sales, Central Branch. The Company reserves the right to change your reporting manager or your employment location, based on business requirements.
3. Compensation: Your total compensation is divided between a fixed component and a variable-pay component. The fixed component is Rs. 600000 per annum, paid monthly. You can earn revenue-based incentives every week. Your incentive structure is activated only after you meet the minimum number of enrollments allocated to your Team which in your case is 250 enrollments. Only after you cross 250 enrollments you will be eligible for incentives and you will receive incentives from the 251st enrollment. Please note that the Company's salary structure and your targets may be amended, based on the business requirements of the Company and the same shall be conveyed to you.
4. Training Period: All ABMs undergo a training program. This program starts on the date of your joining and runs for 9 weeks (63 days). During these 9 weeks, you will be under probation.

Phase 1 – Class Room Training (20 working days)

During Class Room Training (CRT), you will learn about the company, its product, and its sales tools. You will move to the 2nd phase of training once you successfully clear the qualification test at the end of the CRT program. Usually, the satisfactory number of enrollments is 250 in 30 working days. In the event that you are unsuccessful in clearing the CRT, the company will terminate your employment immediately and the company will not be liable to pay you for the number of days spent in this phase.



SIDHAH

GEO INFOPARK 2ND FLOOR Infopark Campus, Infopark Expy, Near South

Gate, Kakkanad, Kerala 682030

hr.sidhah@gmail.com

Greetings,

Gayathri P

Date: 07/03/2022

Learn curve Innovative Masters Technology Pvt Ltd ("Company") which fully owns and operates Sidhah.com is delighted to offer you employment on the following terms:

1. Position and Date of joining: Your position in the company will be of an Area Branch Manager, Central Zone after successful completion of the training program. You will join the company on 07/03/2022.
2. Reporting and Employment Location: You will initially report to AGM Sales, Central Branch. The Company reserves the right to change your reporting manager or your employment location, based on business requirements.
3. Compensation: Your total compensation is divided between a fixed component and a variable-pay component. The fixed component is Rs. 600000 per annum, paid monthly. You can earn revenue-based incentives every week. Your incentive structure is activated only after you meet the minimum number of enrollments allocated to your Team which in your case is 250 enrollments. Only after you cross 250 enrollments you will be eligible for incentives and you will receive incentives from the 251st enrollment. Please note that the Company's salary structure and your targets may be amended, based on the business requirements of the Company and the same shall be conveyed to you.
4. Training Period: All ABMs undergo a training program. This program starts on the date of your joining and runs for 9 weeks (63 days). During these 9 weeks, you will be under probation.

Phase 1 – Class Room Training (20 working days)

During Class Room Training (CRT), you will learn about the company, its product, and its sales tools. You will move to the 2nd phase of training once you successfully clear the qualification test at the end of the CRT program. Usually, the satisfactory number of enrollments is 250 in 30 working days. In the event that you are unsuccessful in clearing the CRT, the company will terminate your employment immediately and the company will not be liable to pay you for the number of days spent in this phase.

11

13

alight

21st February 2022

Reference No. NGA HR/Offer/2022/0044

Dear Gopika,

Govindalayam, Mayithara PO, Cherthala,
Alappuzha, Kerala, India. Pin - 688 539

We refer to your application for the post of **Trainee Associate** and the subsequent interview and discussions held at our office in this regard.

Subject to your acceptance of the terms and conditions herein along with the prevailing applicable rules and policies of the Company, we hereby appoint you for the post of **Trainee Associate**. You are required to report for the said post at our office on **31st March 2022 at 9 AM**.

All formalities and requisites along with pre-joining conditions and formalities will be completed by you on the said date. This offer is conditional upon the Company receiving this offer letter duly countersigned by you thereby confirming your acceptance to adhere to all the terms and conditions herein along with applicable rules, policies etc. as may be framed by the Company from time to time.

This offer letter, duly countersigned by you, should be received by the Company on or before **23rd February 2022**, failing which this offer will stand revoked and cancelled immediately, after which the Company will not be liable or responsible to you in any manner whatsoever. Notwithstanding the above, the Company may at its own sole discretion decide to extend the date of acceptance.

Our offer is subject to (i) cross verification of your references, which the Company will also be entitled to do so at any time after you have joined the Company (ii) background checks and verification (iii) confirmation and verification of the documents already submitted and/or to be submitted by you (iv) terms and conditions herein (v) conditions set as pre-requisite for this offer (vi) conditions agreed by as post-requisite after you joining the Company (vii) Rules and policies of the Company (viii) completion of positive reference check and submission of documents as mentioned in Annexure 1 herein and (ix) any other changes implemented and applicable to you by the Management.

Your countersignature on this offer letter will be treated as your acceptance and confirmation of the all the terms, conditions, obligations, compliances, powers and discretions of the Company etc.

Alight recently acquired the core outsourcing and consumer experience businesses of NGA HR. Throughout this document, any reference to "NGA", "NGA HR" or "we" should be interpreted as a reference to Alight (or its affiliated entities providing the services)

NGA_HR_TP_Offer Letter_Ver.7.1

Rev Date: 01.05.2021

Proprietary and Confidential to NGA HR India (P) Ltd (Alight Solutions)



Ref No: MFW/11893

Date: 21-01-2022

Mr. H. VITTALAN

Malayalam Rajakkad PO rajakkad
Malayalam Rajakkad PO rajakkad
Rajakkad
Kerala
INDIA

OFFER OF EMPLOYMENT

Dear Mr. H. VITTALAN,

This is to inform you of our invitation for employment and subsequent discussions we had with you. We, Muthoot Fincorp Ltd. are pleased to offer you employment as a Probationer as per the terms and conditions given below.

Designation : CUSTOMER SERVICE EXECUTIVE
Grade : B1
Department : BRANCH
Branch : POOPPARA
Location : POOPPARA

Your employment will be transferable across the Country and /or within any entity coming under Muthoot Pappachan Group.

Compensation will be as per the scale as mentioned in Annexure A. The compensation package shall be governed by policies and the Company's rules may be applicable from time to time and also by the statutory guidelines.

You are required to join on 28-Jan-2022 and while joining, please carry originals and copy of the documents mentioned in the offer. Upon your joining duties, you will be issued a formal appointment letter, the terms of which shall be binding on you.

Your employment will be for a period of 12 Months'. Your work performance, suitability for the position and adaptability to the Company will be reviewed over this time and the Company, at its sole and absolute discretion, may confirm your employment upon completing the above Probation period or may extend the probation for further periods as may be required.

Your employment and continuation in employment is subject to satisfactory background verification, completion of joining formalities and upon your being found fit in the pre employment medical examination.

Should you wish to resign from the services of the Company, you may do so by giving 30 days' notice in writing or making a written declaration with the prior approval of the Company and also after clearing of all dues. The Company may terminate your services during the probation period without notice and without assigning any reason or without any liability on its part.

Candidate Signature

1st Sep 2021

To,

Hemanth Babu
Idukki

Dear Hemanth Babu,

Subject: Letter of employment/ Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is *Trivandrum*

Your annual compensation would be **Rs 260000/-**

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of 1st Sep 2021 and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining **6-Sep-21**.

We take this opportunity to welcome you to *HiyaMee Private Limited* and wish you a long and successful career with us.

For *HiyaMee Private Limited*

Agreed and Accepted



Anita Mutha
VP- Human Resources

Name: Hemanth Babu
Date:



AGe

28th January 2022

Reference No. NGA HR/Offer/2021/0017

Dear **Ann Maria,**

Irimpan House, Poovathussery,
Parakkadavu P.O, Ernakulam

We refer to your application for the post of **Associate** and the subsequent interview and discussions held at our office in this regard.

Subject to your acceptance of the terms and conditions herein along with the prevailing applicable rules and policies of the Company, we hereby appoint you for the post of **Associate**. You are required to report for the said post at our office on **07th February 2022 at 9 AM**.

All formalities and requisites along with pre-joining conditions and formalities will be completed by you on the said date. This offer is conditional upon the Company receiving this offer letter duly countersigned by you thereby confirming your acceptance to adhere to all the terms and conditions herein along with applicable rules, policies etc. as may be framed by the Company from time to time.

This offer letter, duly countersigned by you, should be received by the Company on or before **31st January 2022**, failing which this offer will stand revoked and cancelled immediately, after which the Company will not be liable or responsible to you in any manner whatsoever. Notwithstanding the above, the Company may at its own sole discretion decide to extend the date of acceptance.

Our offer is subject to (i) cross verification of your references, which the Company will also be entitled to do so at any time after you have joined the Company (ii) background checks and verification (iii) confirmation and verification of the documents already submitted and/or to be submitted by you (iv) terms and conditions herein (v) conditions set as pre-requisite for this offer (vi) conditions agreed by as post-requisite after you joining the Company (vii) Rules and policies of the Company (viii) completion of positive reference check and submission of documents as mentioned in Annexure 1 herein and (ix) any other changes implemented and applicable to you by the Management.

Your countersignature on this offer letter will be treated as your acceptance and confirmation of the all the terms, conditions, obligations, compliances, powers and discretions of the Company etc.

Alight recently acquired the core outsourcing and consumer experience businesses of NGA HR. Throughout this document, any reference to "NGA", "NGA HR" or "we" should be interpreted as a reference to Alight (or its affiliated entities providing the services)

NGA_HR_TP_Offer Letter_Ver.7.1

Rev Date: 01.05.2021

Proprietary and Confidential to NGA HR India (P) Ltd(Alight Solutions)

9th July 2023

To,
Irene Elizabeth Evario
Ermedalium

Dear Irene Elizabeth Evario

Subject: Letter of employment/ Appointment Letter

On behalf of **HiyaMee Private Limited** (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of **Executive**.

In the interest, we thank you for considering **HiyaMee Private Limited**. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is **Singapore**

Your annual compensation would be **SGD 5,25,000.**

Please see **ANNEXURE A** for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound to / required to comply with all internal policies, rules, and regulations of **HiyaMee Private Limited** (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of **9th July 2023** and will be valid for a period of 7 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment therein.

By availing to this mail with your acceptance (or signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining will be **9th July 2023**.

We take this opportunity to welcome you to **HiyaMee Private Limited** and wish you a long and successful career with us.

For **HiyaMee Private Limited**

Approved and Accepted



Sachin Ishwara
VP- Human Resources

Name: Irene Elizabeth Evario
Date:



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K. R. Puram
Bangalore - 560016
Karnataka, India

Tel: +91 980 4481 8000
Fax: +91 980 4481 3114
EY 2021

03 February, 2022

Mr Jiss Varkey
Parayil House,
Maikad PO, Anqamaly,
Ernakulam,
Kerala - 683589

Contact No: 8301950364
Email: jissvarkey@gmail.com

Dear Jiss,

**Subject: Appointment in the position of
Tax Analyst**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EY Global Delivery Services India LLP" (the "Firm") subject to the following terms and conditions:

1. POSITION:

You will be appointed in the position of **Tax Analyst** in Tax ACR in the Firm. Your Rank will be 44. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Kochl office.

2. DUTIES AND CODE OF CONDUCT:

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

3. WORKING HOURS:

Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.

Joel Tom

Kodumkayathil House,
Edappady P.O., Bharanganam,
Kottayam, Kerala - 686578
Phone - 8921879279
Joeltom2014@gmail.com

Dated: 9th May 2021

Dear **Joel Tom**,

With reference to your application and subsequent interview, we are pleased to offer you an internship on the following terms and conditions:-

- **Commencement Date:** The project shall commence from **12th May 2021**.
- **Period:** The duration of the project will be for **3 months**, ending by **11th August 2021**, extendable by mutual consent.
- **Accommodation:** You will have to make your own arrangements for accommodation.
- **Confidentiality Agreement:** Any or all information, whether technical, commercial or otherwise including but not limited to business policies, customers, process, technology of the company, in any form whatsoever, irrespective of whether or not marked as confidential or any information of such nature that a reasonable person would construe as confidential shall be considered as "Confidential Information" and such Confidential Information of the Company known to you at any point of time during the course of your employment, shall not be used or disclosed or cause to be disclosed except as may be required in the ordinary course of business or in the best interest of the Company or by Law for the time being in force.
- **Stipend:** You will be paid a monthly stipend of **Rs. 5,000**. Phone usage bill and internet charges (for one connection) upto **Rs. 1,000 per month** will be reimbursed on submission of bills at actuals.
- **Safe custody of company material:** You are responsible for the safekeeping, good condition and order of all the company properties entrusted to your care and charges. The company reserves the right to deduct the cost of such articles from your dues, or take such actions as may be deemed proper, in the event of failure to account for such property, to our satisfaction.
- **Inventions/Innovation Rights:** The Company reserves its right on any innovations / inventions/ discoveries/ products made/ developed during your project with the company and you should not make any claims on the said innovations / discoveries etc.

Ref: HR/MAY/21/B1/58981112/60094761/1000982529

Date: 12 May, 2021

Karthika P saji
Palathinadylil (h), Ramakkalmedu po
A P J Nagar, Combarumckku
Idukki 685552
Kerala, India

Dear Ms. Karthika

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **DM Food in Assistant Manager - B1 grade** in our business on the following terms and conditions.

1. PLACE OF POSTING:

Your initial posting will be at **Cochin,Kerala**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 15 May, 2021 and successful clearance of the Pre-Employment Medical Examination.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals: Rs. 27,795/- (Rupees Twenty Seven Thousand Seven Hundred Ninety Five Only) per annum.**

This includes:

- Provident Fund @ 12% of Basic Pay + Personnel Special Allowance (as per applicability) capped to a maximum of Rs.1800/- per month. This cap may be amended upon changes in legal provisions.
- Gratuity @4.81% of Basic Pay.

Note: Aggregate of Fixed Pay and Retirals is Committed CTC (refer Annexure 1A).

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Loknagya Thak Mang, Dhobi Talao, Mumbai-400 002, India
www.relianceretail.com



Offer: Computer Consultancy
Ref: TCSSL/DT20218639774/Trivandrum
Date: 06/10/2021

Ms. Karti Kumar
Mepurathu House , Chuzana Junction , Thadiyoor , P.O.Thadiyoor P.O.,
Chuzana Junction,
Thiruvalla-689545,
Kerala.
Tel# -

Dear Karti Kumar,

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 of employment.

This offer is based on your profile and performance in the selection process. You have been
selected for the position of **Management Trainee** in Grade Y.

Your gross salary including all benefits will be **₹5,79,430/-** per annum, as per the terms and
conditions set out herein. Annexure 1 provides break-up of the compensation package.

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. Your offer is subject to a
positive background check.

Karti Kumar
(Karti Kumar)

TCS Confidential
TCSSL/DT20218639774

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Vijaya Building 6th Floor, Infopark, Kusunnoyil PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Marol Building, 9th Floor, Malabar Point, Marolbaai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



www.agappe.com

AGAPPE

ADL/CO/HRD/1834/20-21
29/03/2021

Mr Kiran Jagadeesh

Sub: Offer letter

Dear Mr.Kiran Jagadeesh,

This is in reference to your application and subsequent interview you had with us; we are pleased to offer you the position of 'Executive' in the Marketing Services department under the terms and conditions mutually agreed at the time of interview.


As discussed, and agreed you will be joining us on or before 01-Apr-2021, or else this offer will be null and void. You will be based at Corporate Office.

Your formal appointment letter will be issued to you on completion of your joining formalities including verification and reference check. You should also submit all your certificates and testimonials at the time of joining. The list of required documents is mentioned below. This offer is valid subject to producing of under mentioned documents in original and positive outcome of verification and reference check. In case you leave the services of the organization on or before the completion of one year from the date of your joining, the training cost(inclusive of 18% GST) would be recovered from your final settlement of account. The calculation of training cost would be at the sole discretion of management on actual basis.

In token of your acceptance of the above said offer, please sign and return the duplicate copy of this letter.

Thanking you,

For Agappe Diagnostics Ltd,


Paulson K Paul
Associate Vice President - HR

List of Documents:-

1. Proof of date of birth
2. Proof of qualification
3. Relieving letter from the previous employer
4. Duly authenticated proof of last drawn salary (CTC).
5. PAN Card copy(3 copies Duly signed)
6. Authenticated proof of residential address and Photo ID. (3 copies Duly signed)
7. Six photos
8. One Cancelled cheque of your Current Bank Account.
9. Aadhar Card(3 copies Duly signed)

NB: CTC break-up attached

AGAPPE DIAGNOSTICS LTD. ISO 9001:2015 IEN ISO 13485:2016 CERTIFIED COMPANY | CIN : U24239MH1998PLC15413

CORPORATE OFFICE / REGDNT PLANT
Agappe Hills, Padinjattion (PO), Soc., Ettimambai, Kerala - 681 562, India.
Tel: +91 484 266 7000 | Email: agappe@agappe.in

MAIN & REGISTERED OFFICE
401 & 402, 4th Floor, Justing Business Centre, 13th
Sector Road, Kurumbakuda, Andheri (East), Mumbai - 400 079, India
Tel: +91 22 4300 8000 | Email: main@agappe.in

EXPORT PLANT
K2588 (B) Road No. 32, ANEERA Small Industrial Park,
Mehad, Cochin, Kerala, India - 686 721. Tel: +91 484 276 7472

DELHI OFFICE
D54 540, 5th Floor, DLF Tower, Sharda, Vasant
New Delhi - 110 015, India.
Tel: +91 11 4558 8416 | Email: delhi@agappe.in

KOLKATA OFFICE
406, Western Market, Post No-10, Block-DK, Sector-8,
Salt Lake City, Kolkata - 700 091.
Tel: +91 31 4003 0431 | Email: kolkata@agappe.in

BANGALORE OFFICE
5, 6, 7th Floor, And Cross Bazaar, No.30 New Court Road,
Bangalore - 560 001. Tel: +91 80 2238 8388
Email: bangalore@agappe.in

YOUR BEST PARTNER IN DIAGNOSTICS

05 Jan 2022

Kiron Jithendra's
Alappuzha

To: Kiron Jithendra,

Subject: Offer Letter

This has reference to your application and subsequent interviews you had with us for the below-mentioned position. On the basis of mutual interaction and discussion that we have had, we are pleased to offer you as below:

Role	Management Trainee
Designation	Executive
Grade	A5-1

Your Gross Potential Earnings, Compensation & Benefit Program applicable is provided in ANNEXURE I. Your compensation is confidential and if need arises, you may discuss it only with your Reporting Manager or Human Resource Manager.

Your date of joining shall be on or before **10 Jan 2022**

Your initial posting will be in **Regional Office Kerala-Max**. You may, however, be required to move / relocate to any other office / store /warehouse in any location where the organization has its offices and operations, either on a temporary or on a permanent basis.

This offer is made to you based on the information / documents furnished by you. If any information and or documents are found to be incorrect or has discrepancy, manipulated, fabricated, forged etc, then this offer shall be withdrawn by the Company forthwith.

Company shall have right to conduct background verification on the information and documents provided by you. A You will be governed by the rules and regulations of the company on all matters related to the place, time & nature of your work. A detailed appointment order will be issued to you in this regard.

At the time of joining, please submit the following documents:

1. Certificates in support of your educational qualification, work experience, date of birth, PAN Card and other testimonials.
2. Three recent passport size photographs(with White background).
3. Proof of residence viz., copy of passport or Election Commission Identity card.
4. Relieving letter and Salary certificate from your last employer in case you were employed.



Nitha Unnikrishnan
Regional HR Manager

HO/HR/TA/3293981

Date: 16/06/2021

Ms. Lekshmi Prakash,
Kunjiparambil Panoor Pallana P.O Thrikkunnappuzha

Dear Ms. Lekshmi Prakash,

Sub: Provisional Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of '**Executive Trainee**' - Grade '**B1**'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Banking to Everyone'. Also, you are committing to the Bank's **vision** of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.00
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy. Your initial posting will be at any branch/office anywhere in Across India. However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you

HO/HR/TA/3293981

Date:16/06/2021

Ms. Lekshmi Prakash,
Kunjiparambil Panoor Pallana P.O Thrikkunnappuzha

Dear Ms. Lekshmi Prakash,

Sub: Provisional Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of **'Executive Trainee' - Grade 'B1'**.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Banking to Everyone'. Also, you are committing to the Bank's **vision** of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.00
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy. Your initial posting will be at any branch/office anywhere in Across India . However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you

From,
THE HR,
STUDIO ONYX BUILDWARE
VADAKARA.

TO,

Ms. LIMIYA PRASAD
KARTHIKA HOUSE
URUPURATH THAZHE KUNNIAL
AZHIYUR P O VADAKARA
KOZHIKODE 673309.

SUB: OFFER LETTER FOR THE POST OF CUSTOMER CARE EXECUTIVE

Dear Limiya,

We have come across your profile and are pleased to offer you the full-time position for the post of **CUSTOMERCARE EXECUTIVE** at **STUDIO ONYX** Buildware, Vadakara with a start date of 16/08/2021. We believe your skills and experience are suitable for the post mentioned in our company. We are excited to have you join our team!

Thanking you,

Yours faithfully

RANEESH (HR)
STUDIO ONYX BUILDWARE
VADAKARA



LETTER OF ACCEPTANCE

PERSONAL INFORMATION

DATE: April 1, 2021

1. Family name: Jacob	2. Given name: Linda Achu
3. Date of birth (mm/dd/yyyy): 12/12/1998	4. Student ID number: C0512801
6. Student's full mailing address	
Street Address: Kaduvetoor Lakayil House Vannamazhy Pandanad PO	
City: Alleppey Dt	Province: Kerala
Country: India	Postal Code: 689506

INSTITUTIONAL INFORMATION

7. Full Name of Institution: Camosun College	8. Designated Learning Institution DLI: O19361235542	
9. Address of institution	3100 Foul Bay Road Victoria British Columbia Canada V8P 5J2	
10. Telephone number: (250) 370-3681	11. Fax number: (250) 370-3689	12. Type of School/Institution <input checked="" type="checkbox"/> Public <input type="checkbox"/> Private
13. Website: www.camosun.ca	14. Email: international_admissions@camosun.bc.ca	
15. Name of Contact: Mika Haws	Position: International Admissions Officer	Telephone: (250) 370-3681
16 Name of alternate contact: Daniel Zeldin	Position: International Strategic Enrolment Manager	Telephone: (250) 370-3681

PROGRAM INFORMATION

17. Academic status: <input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Part-time	18. Field/Program of study: Post-Degree Diploma in Applied Tourism and Hospitality Management
19. Level of study: Post-Degree Diploma	20. Type of training program <input type="checkbox"/> Vocational <input checked="" type="checkbox"/> Academic <input type="checkbox"/> Professional <input type="checkbox"/> Other
21. Exchange Program: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	22. Estimated tuition fee for the first academic year: \$15,000 CAD Fees Pre-paid: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
23. Scholarship/Teaching assistantship/Other financial aid: <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes specify: _____	24. Internship/Work practicum: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Length: 490 hours Field of work: The Internship course gives students an opportunity to apply, extend and integrate academic or technical knowledge through relevant work experience with qualified organizations. Learning outcomes are tied to academic and career skill development and student learning is monitored and evaluated by Camosun College.
25. Conditions of acceptance specified as clearly as possible: • Direct entry into the academic program	
26. Length of program (yyyy/mm/dd): 2021 Fall Semester Start date: 2021/09/07 Completion date: 2023/08/31	27. Expiry date for this letter of acceptance (yyyy/mm/dd) 2021/09/07
28. Other relevant information: Student has paid a non-refundable tuition and fee deposit of \$14,986 CAD	

Signature of institution representative:

Mika Haws
International Admissions, Camosun College



LETTER OF ACCEPTANCE

PERSONAL INFORMATION

DATE: April 1, 2021

1. Family name: Jacob	2. Given name: Linda Achu
3. Date of birth (mm/dd/yyyy): 12/12/1998	4. Student ID number: C0512801
6. Student's full mailing address	
Street Address: Kaduvettloor Lakavil House Vannazhy Pandanad PO	
City: Alleppey Dt	Province: Kerala
Country: India	Postal Code: 689506

INSTITUTIONAL INFORMATION

7. Full Name of Institution: Camosun College	8. Designated Learning Institution DLI: O19361235542				
9. Address of institution	3100 Foul Bay Road	Victoria	British Columbia	Canada	V8P 5J2
10. Telephone number: (250) 370-3681	11. Fax number: (250) 370-3689	12. Type of School/Institution	<input checked="" type="checkbox"/> Public	<input type="checkbox"/> Private	
13. Website: www.camosun.ca	14. Email: international_admissions@camosun.bc.ca				
15. Name of Contact: Mika Haws	Position: International Admissions Officer	Telephone: (250) 370-3681			
16 Name of alternate contact: Daniel Zeldin	Position: International Strategic Enrollment Manager	Telephone: (250) 370-3681			

PROGRAM INFORMATION

17. Academic status: <input checked="" type="checkbox"/> Full-time <input type="checkbox"/> Part-time	18. Field/Program of study: Post-Degree Diploma in Applied Tourism and Hospitality Management
19. Level of study: Post-Degree Diploma	20. Type of training program <input type="checkbox"/> Vocational <input checked="" type="checkbox"/> Academic <input type="checkbox"/> Professional <input type="checkbox"/> Other
21. Exchange Program: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	22. Estimated tuition fee for the first academic year: \$15,000 CAD Fees Pre-paid: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
23. Scholarship/Teaching assistantship/Other financial aid: <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes specify: _____	24. Internship/Work practicum: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Length: 490 hours Field of work: The internship course gives students an opportunity to apply, extend and integrate academic or technical knowledge through relevant work experience with qualified organizations. Learning outcomes are tied to academic and career skill development and student learning is monitored and evaluated by Camosun College.
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28. Other relevant information: Student has paid a non-refundable tuition and fee deposit of \$14,986 CAD	

Signature of institution representative:

Mia

Mika Haws
International Admissions, Camosun College

'orell'



HR | Orell
to me, Saji, Sunitha, +1
Jun 22, 2021 Details

Dear **Mr.Manoj M Govind**,

Greetings from Orell !

As discussed over the phone, we are pleased to provide you the training with effect from **Monday, 5th July 2021**. You are hereby requested to report at 9.00 AM in our Cochin Office. All the procedures has been informed to you in advance during your final interview and we look forward to building a long lasting relationship with you.

Kindly bring the following documents at the time of your joining.

1. Copy of Id Proof (Aadhar Card)
2. Copy of Address Proof
3. Copy of Educational Certificates
4. Copy of experience and relieving certificates if any
5. Copy of PAN Card
6. Passport Size Photos-5 Nos.
7. Copy of Bank passbook (Preferably SBI)



10th July 2021

To,
Meera Anna Cherian
kottayam

Dear Meera Anna Cherian

Subject: Letter of employment/ Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is **Bangalore**

Your annual compensation would be **Rs 252200/-**

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of **10th July 2021** and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining **14th July 2021**.

We take this opportunity to welcome you to **HiyaMee Private Limited** and wish you a long and successful career with us.

For **HiyaMee Private Limited**

Agreed and Accepted

Anita Mutha
VP- Human Resources

Name: Meera Anna Cherian
Date:

Name : Megha Muralidharan
Designation : Intern - HR Operations
Location : Trivandrum

TERMS OF REMUNERATION

Salary Details	Amount (INR)	
Basic	4,000	Monthly
DA	3,000	Monthly
House Rent Allowance	2,000	Monthly
Travel Allowance	1,000	Monthly
Total Monthly Salary	10,000	Monthly
Total Annual Salary	1,20,000	Annual
Total Cost To Company	1,20,000	Annual

Other Benefits:

- Travel & other reimbursements of pre-approved travel.
- You will be eligible for Employee referral bonus, as per the company policy.

Notes:

1. Payment of the above-referred remuneration will be made subject to the applicable tax laws of the Country and deduction of Tax at Sources made wherever applicable, in accordance with law.
2. Statutory deductions such as any Group Insurance and other deductions will be made as per Company rules/Statute requirements.
3. Your Scale of Pay may be suitably revised upon satisfactory completion of probation and performance review.
4. The duration of the probation period will be 6 months.



17th Aug 2021

To,

Merin Binoy
Kerala

Dear Merin Binoy,

Subject: Letter of employment/ Appointment Letter

On behalf of HyyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HyyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is **Bangalore**

Your annual compensation would be **Rs 250000/-**

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HyyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of **17th Aug 2021** and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining **23-8-21**.

We take this opportunity to welcome you to *HyyaMee Private Limited* and wish you a long and successful career with us.

For *HyyaMee Private Limited*

Agreed and Accepted

Anitha Mutha
VP- Human Resources

Name: Merin Binoy
Date:



HiyaMee

17th Aug 2021

To,

Merin Binoy
Kerala

Dear Merin Binoy,

Subject: Letter of employment/ Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is **Bangalore**

Your annual compensation would be **Rs 250000/-**

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of **17th Aug 2021** and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining **23-8-21**.

We take this opportunity to welcome you to *HiyaMee Private Limited* and wish you a long and successful career with us.

For *HiyaMee Private Limited*

Agreed and Accepted



Anita Mutha
VP- Human Resources

Name: Merin Binoy
Date:

HiyaMee

28th Aug 2021

To,

Misha Marria
Thrissur

Dear Misha Marria,

Subject: Letter of employment/Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is *Trivandrum*

Your annual compensation would be **Rs 260000/-**

Please see ANNEXURE A for what we believe to be the key/significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of **27th Aug 2021** and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining is **1-Sep-21**.

We take this opportunity to welcome you to *HiyaMee Private Limited* and wish you a bright and successful career with us.

For *HiyaMee Private Limited*

Agreed and Accepted



Anita Mutha
VP- Human Resources

Name: Misha Marria
Date: 28-Aug-2021

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HiyaMee

28th Aug 2021

To,

Milisha Marria
Thrissur

Dear Milisha Marria,

Subject: Letter of employment/Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is **Trivandrum**

Your annual compensation would be **Rs 260000/-**

Please see ANNEXURE A for what we believe to be the key/significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of **27th Aug 2021** and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining is **1-Sep-21**.

We take this opportunity to welcome you to **HiyaMee Private Limited** and wish you a long and successful career with us.

For **HiyaMee Private Limited**

Agreed and Accepted



Anita Mutha
VP- Human Resources

Name: Milisha Marria
Date: 28-Aug-2021

GIEOM



Mohammed Raees V A
Kerala, India.

1st September 2021
Bengaluru.

Dear Mohammed Raees,

Congratulations!

We are excited to offer you an Internship with us starting from 1st Sep 2021.

The details of the program are:

1. You are being offered a stipend of **Rs.15,000/-** per month for this term.
2. You will be on probation for a period of 6 months.
3. Upon completion of the probation period of 6 months; you will be evaluated for full time employment with us. If you are successful, you will be offered a permanent role with industry standard salary and benefits based on your skillsets and performance.
4. A mutual 1-month notice period is applicable to you and us as a company.

Additional documentation regarding the company policies and non-disclosures are provided to you in a separate document. Please sign and return a copy of this letter, if you choose to accept this offer. Please share the copy of your mark sheets for the 10th, 12th grades, all completed engineering semesters and relevant certifications.

Welcome to the GIEOM family, let's do some great work together!

John Santhosh,
CEO

Registered Address:

Navami Arcade, #18, 4th Floor, 1st Main Road, 3rd block,
3rd stage, Basavehalli, Bengaluru, 560079, India

www.gieom.com

Company Identification Number
U72200KA2008PTC045605

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HiyaMee

7th Dec 2021

To,

Nandana Chandran
Executive

One Nandana Chandran,

Subject: Letter of employment/Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "employee" or "you") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is **Trivandrum**

For annual compensation please refer (ANNEXURE I - EMPLOYEE REMUNERATION STRUCTURE)

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of **7th Dec 2021** and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By replying to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining 14th Dec 2021

We take this opportunity to welcome you to *HiyaMee Private Limited* and wish you a long and successful career with us.

For *HiyaMee Private Limited*

Ashu Kani

Ashu Kani
Manager - Human Resources

Agreed and Accepted

Nandana

Name: Nandana Chandran
Date: 07/12/2021



HiyaMee

7th Dec 2021

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To,

Nandana Chandran
Ernakulam

Dear Nandana Chandran,

Subject: Letter of employment/ Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "employee" or "you") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is **Trivandrum**

For annual compensation please refer (ANNEXURE I - EMPLOYEE REMUNERATION STRUCTURE)

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of 7th Dec 2021 and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining 13th Dec 2021

We take this opportunity to welcome you to HiyaMee Private Limited and wish you a long and successful career with us.

For HiyaMee Private Limited

Agreed and Accepted

Asis Kani
Manager - Human Resources

Name: Nandana Chandran
Date: 07/12/2021

NO



Deepthi Mamm
online



Get notified of new messages

Turn on desktop notifications >



Search or start new chat



MBA AND UG PR... 11:40 AM
Wranton: Request to All Facul...



Joby Bsnl 10:22 AM
✓ Kuppachi



Deepthi Mamm 10:20 AM
162323535351364848_Bitto...



Ajay Sir New 10:17 AM
employee_attendance_202...



St.Alphonsa 12:26 PM
+91 96568 52523 added ... 5



DCSMAT Staff Cl... 10:03 AM
Asha: Sandeep 08 3



പുളിപ്പാലം ... 2:56 PM
Aswathy Mamm added +9... 5



Kuppachi Sreeni... 8:17 AM
Please bring 1 Kg Small Bana...



DCSMAT FAMILY yesterday
Umesh: Photo 5



St.Thomas Ch. P... Yesterday
+91 6282 101 808: Photo... 1



Class III Alphons... Yesterday
Tessy: Dear parents, ... 3



Class III Alphons... Yesterday
Tessy: Dear parents, ... 3

Off YESTERDAY tment Letter.PD

10 pages • PDF • 142 kB

Forwarded

Dear Nandhu Narayanan,

Welcome to Asianet Satellite
Communication Pvt Ltd...

Congratulations for being a part of
Asianet family..
We are pleased to inform that, you
have been selected for the position
of "Management Trainee- ABB-
Sales" in Broadband division with
stipend pay of **Rs.20,000/-**.

Please be report on 06th July 2021 at
Palarivattom office (Broadband
Division) @ 09.30 am and bring the
following documents at the time of
joining.

- (1) Medical Fitness Certificate from a registered medical practitioner.
- (2) Conduct & Character certificate from last employer and a reputed person from your native place (MP/MLA/Municipal Councilor/Panchayath Member/Gusseted Officer etc)
- (3) Two Copies of Identity Proof [Voter's ID/Driving License/Aadhar Card/Passport]
- (4) Copy of PAN Card.
- (5) Self certified copies of educational certificates, age proof and experience certificates & Originals for verification.
- (6) Six Passport size photographs.
- (7) Releasing certificate from the previous employers if any.
- (8) Copy of Bank passbook or cancelled Cheque leaf.

""HAPPY JOINING""



Type a



EMPLOYEE OFFER LETTER

Date: 07 July 2021

Dear **Nathul**,


With reference to the interview, you have had with us dated 22nd June, 2021, we are pleased to offer you the position of "**Business Development Executive**" for our company on the following terms and conditions:

- You will be paid a consolidated amount of **INR 18,000** (Eighteen Thousand Rupees only) per month with variables.
- This appointment is for a period of two years effective date of your joining and may be renewed on a mutual basis. This arrangement is with effect from **1 August, 2021** (or on a date that is mutually agreed) and will be valid for a period of two (2) years/s.
- In this capacity, during your probation period of six (6) months, you will be located in **Kochi** and will report to **Mr. Sandeep Karnavar, Manager** at Focuz Academy or any other person nominated by the company. However, your services could be transferred to any other Departments/Divisions of the Company. Notwithstanding your appointment in this company, your services could be reassigned to any other company of the United Group of Initiatives.
- You may also be assigned such other duties as may become necessary for the organization at the discretion of the Management in any Branch or Office of the Company and/ or its Subsidiaries or Partner Companies.
- This appointment can be terminated by giving 2 months' notice on either side or payment in lieu of shortfall in this notice period.
- You shall observe all rules and regulations of the company.
- This employee offer letter is valid for 1 month from the date of issue of the letter.
- Kindly sign a copy of this letter in acceptance of the above-mentioned terms and conditions and return the same for our records.

Signature:



Ms. Rajisha UR
HR Director
United Group of Initiatives



Mr. Ajith N S
Chairman
United Group of Initiatives



Mr. Nithin Paul
mariyapuram
Moonjeliy house manjapra, angamaly
Manjapra 683581
Kerala, India

Dear Mr. Nithin

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **HoReCa Development Executive in Senior Executive - A3** grade in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Bangalore, Karnataka.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 05 January, 2022.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,90,000/- (Rupees Three Lac(s) Ninety Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 3,90,000/- (Rupees Three Lac(s) Ninety Thousand Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals: Rs. 29,653/- (Rupees Twenty Nine Thousand Six Hundred Fifty Three Only) per annum.**

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.

- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35533800

Registered Office: 3rd Floor, Court House, Loknagaya Triuk, Aargy, Dheesh Taloo, Mumbai-400 002, India
www.relianceRetail.com

Date: 07 July 2021

EMPLOYEE OFFER LETTER

Dear **Nathul**,

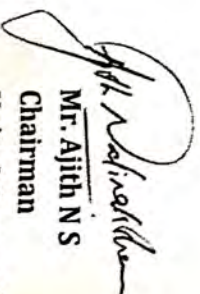
With reference to the interview, you have had with us dated 22nd June, 2021, we are pleased to offer you the position of **"Business Development Executive"** for our company on the following terms and conditions:

- You will be paid a consolidated amount of **INR 18,000** (Eighteen Thousand Rupees only) per month with variables.
- This appointment is for a period of two years effective date of your joining and may be renewed on a mutual basis. This arrangement is with effect from **1 August, 2021** (or on a date that is mutually agreed) and will be valid for a period of two (2) years/s.
- In this capacity, during your probation period of six (6) months, you will be located in **Kochi** and will report to **Mr. Sandeep Karnavar, Manager** at Focuz Academy or any other person nominated by the company. However, your services could be transferred to any other Departments/Divisions of the Company. Notwithstanding your appointment in this company, your services could be reassigned to any other company of the United Group of Initiatives.
- You may also be assigned such other duties as may become necessary for the organization at the discretion of the Management in any Branch or Office of the Company and/ or its Subsidiaries or Partner Companies.
- This appointment can be terminated by giving 2 months' notice on either side or payment in lieu of shortfall in this notice period.
- You shall observe all rules and regulations of the company.
- This employee offer letter is valid for 1 month from the date of issue of the letter.
- Kindly sign a copy of this letter in acceptance of the above-mentioned terms and conditions and return the same for our records.

Signature:



Ms. Rajisha UR
HR Director
United Group of Initiatives



Mr. Ajith N S
Chairman
United Group of Initiatives



Date: 04 January, 2022

Ref: HR/DEC/2/1/A/3/59688849/6030811/1001095628

Mr. Nithin Paul
marvapuram
Moonjely house manjapra, angamaly
Manjapra 683581
Kerala, India

Dear **Mr. Nithin**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **HoReCa Development Executive in Senior Executive - A3** grade in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Bangalore,Karnataka.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 05 January, 2022.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,90,000/- (Rupees Three Lac(s) Ninety Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 3,90,000/- (Rupees Three Lac(s) Ninety Thousand Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals: Rs. 29,653/- (Rupees Twenty Nine Thousand Six Hundred Fifty Three Only) per annum.**

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Triak Marg, Dhobi Talao, Mumbai-400 002, India.
www.relianceretail.com



20/09/2021

Dear **Ms. Obin Cleetus**

Congratulations!!!

We're delighted to extend this offer of employment for the position of **JUNIOR RECRUITER - INTERN** with Tam Cherry Group, warm welcome and lots of good wishes on becoming part of our growing team. We are all happy and excited about your inputs and contribution to our company. With reference to the discussion you had with us we are pleased to make an offer of your employment with us as **JUNIOR RECRUITER - INTERN**.

- You will commence the employment with Tamcherry on or before 11 Oct 2021.
- Your emolument by way of annual cost to the company is **Rs. 1,34,054/-**
- You will be on Probation for a period of one year from the date of joining. Your confirmation of service with the company is subject to your satisfactory performance during your probation period. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation.
- In case of resignation, notice period will be one month for the employee. During notice period successful handover of the work documents, knowledge transfer, any company properties needs to be done
- The Company will be entitled to terminate your employment contract upon violation of our terms and conditions by the employee and you will be provided a minimum notice as required by law.
- Confidential Information of Company should not be disclosed to third parties like the deliverables, passwords of job sites, discoveries, ideas, concepts, data, marketing techniques and materials or anything similar in nature
- While you are employed at this Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter of agreement, you confirm that you have no

**TamCherry Technologies, B&M Business Center, Mavelipuram, Kakkannad,
Kochi- 682030,**

Date: 25 May 2021

Dear Foreeth T A,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you, we are pleased to offer you an appointment at Bajaj Finance Limited ("Company") on the following terms:

1. **DESIGNATION & BAND**
You will be designated as "**Assistant Manager - SALPL - Growth**" at **G802 Band**.
2. **PERIOD OF EMPLOYMENT**
 - 2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **01 Jun 2021** (or any other date as may be agreed by BFL in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
 - 2.2. The retirement age at the Company is **60 (sixty) years**. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.
3. **HOURS AND PLACE OF WORK**
 - 3.1. You shall be based in our **Kottayam** office but may be required to serve the Company in any place within or outside India, as required.
 - 3.2. You may be required to travel nationally and internationally on the business of the Company.
 - 3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
 - 3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.
4. **SALARY**
 - 4.1. Your basic salary will be **Rs. 9,000/- (Rupees Nine Thousand only)** and your house rent allowance will be **Rs. 4,500/- (Rupees Four Thousand Five Hundred only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.
 - 4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.
 - 4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.
5. **TERMINATION OR RESIGNATION FROM SERVICE**
The employment can, subject to the policies of the

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune - Ahmednagar Road,
Viman Nagar, Pune - 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel : +91 20 30405000

Fax : +91 20 30405020

Corporate ID No. :
165910AM1P87V1(042961)www.bajajfinserv.in/finance

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 25 May 2021

Dear Pareeth T A,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you, we are pleased to offer you an appointment a Bajaj Finance Limited ("Company") on the following terms:

1. **DESIGNATION & BAND**
You will be designated as "**Assistant Manager - SALPL - Growth**" at **GB02 Band**.
2. **PERIOD OF EMPLOYMENT**
 - 2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **01 Jun 2021** (or any other date as may be agreed by BFL in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
 - 2.2. The retirement age at the Company is **60 (sixty) years**. Your employment will terminate automatically and without further notice on the last day of the month in which your **60th (sixtieth) birthday** falls.
3. **HOURS AND PLACE OF WORK**
 - 3.1. You shall be based in our **Kottayam** office but may be required to serve the Company in any place within or outside India, as required.
 - 3.2. You may be required to travel nationally and internationally on the business of the Company.
 - 3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
 - 3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.
4. **SALARY**
 - 4.1. Your basic salary will be **Rs. 9,000/- (Rupees Nine Thousand only)** and your house rent allowance will be **Rs. 4,500/- (Rupees Four Thousand Five Hundred only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.
 - 4.2. A detailed break-up of your compensation is attached as Annexure - A to this Employment Letter.
 - 4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.
5. **TERMINATION OR RESIGNATION FROM SERVICE**
The employment can, subject to the policies of the

Bajaj Finance Limited

Corporate Office: 4th floor, Bajaj Finserv Corporate Office, Off Pune-Ahmednagar Road,
Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
165910AHH1987PILC042961

www.bajajfinserv.in/finance



X6

HiyaMee

7th Dec 2021

To,

Peoju Sanakar
Perthambhatha

Dear Peoju Sanakar,

Subject: Letter of employment/ Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is Cochin

For annual compensation please refer (**ANNEXURE I. EMPLOYEE REMUNERATION STRUCTURE**)

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of **7th Dec 2021** and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reacting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining **20th Dec 2021**

We take this opportunity to welcome you to **HiyaMee Private Limited** and wish you a long and successful career with us.

For **HiyaMee Private Limited**



Adu Kani
Manager - Human Resources

Agreed and Accepted



Name: Peoju Sanakar
Date: 07 / 12 / 2021



7th Mar 2021

KCB

To,

Pooja Sankar
Perthanamthitta

Dear Pooja Sankar,

Subject: Letter of employment/ Appointment Letter

On behalf of HyvaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HyvaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is **Cochin**

For annual compensation please refer (**ANNEXTURE 1 - EMPLOYEE REMUNERATION STRUCTURE**)

Please see **ANNEXTURE A** for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by : required to comply with all internal policies, rules, and regulations of HyvaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of **7th Dec 2021** and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining **20th Dec 2021**

We take this opportunity to welcome you to **HyvaMee Private Limited** and wish you a long and successful career with us.

For **HyvaMee Private Limited**

Agreed and Accepted

Asha Rani
Manager - Human Resources

Name: **Pooja Sankar**
Date: **07 / 12 / 2021**

23-07-2021

PRAVEEN BINOY
Cochin

OFFER OF EMPLOYMENT

Dear PRAVEEN BINOY,

Based on the meetings you have had with the Senior Management team at bigbasket, we are pleased to extend an offer of employment. The substantive terms of the offer are as follows:

1. You will be designated as "**BUSINESS DEVELOPMENT EXECUTIVE**" at 7A and will be based out of **Cochin**.
2. Your date of commencement of Employment will be on **26-07-2021**.
3. You will be entitled to receive a compensation of(CTC) **INR. 270000/-**.
4. Your fixed salary will be **INR.210000/-PA** (Breakup as per Annexure A) and annual on-target variable pay will be **INR.60000/-**. The terms and conditions of your variable pay will be guided by the variable pay policy of the company.
5. You will be on probation for 6 months from your date of joining
6. You need to submit the following documents within a week of joining.
 - a) Academic Certificates (all from 10th to Highest)
 - b) Relieving letter from previous employer
 - c) Proof of compensation last drawn (3 Month Salary Slip)
 - d) Four passport size photographs (Recent)
 - e) ID & address proof

Wishing you all the very best for a long and rewarding career at bigbasket.

Yours Sincerely,

For IRCPL,


B. S

PRAVEEN B S
HR MANAGER

HRD/AFEH/A/34//2022

14.02.2022

To: Ms. Ramseena P. F.
Paruthikkal House,
Thrikakkara P. O.,
Eranakulam.

Employment contract

With reference to your application for employment, we are pleased to offer you the post of *General duty Assistant* in the Regional Center's Administration from 14.02.2022 under the following terms and conditions:

1. Your appointment is on contract basis for a period of two years from 14.02.2022
2. You will be on probation for a period of one year from the date of joining. The continuation of this contract will be solely based on the successful completion of the said probation period.
3. You will be paid a consolidated amount of Rs. 15010/- (Rupees Fifteen thousand and ten only) per month. You will be eligible for an annual increment of Rs. 1000/- (Rupees One thousand only). Free bachelor sharing accommodation will be provided by the organization (which is non encashable). You will have to bear the expenses for food, water, electricity & maintenance etc.
4. Other than the consolidated remuneration, there will not be any other perquisites or end service benefits.
5. Your services are availed for a fixed term only as indicated above. You are liable to be transferred to any other unit of the organization situated in any other location. Uniform policy of the hospital will be adhered to. Expenses for training courses will be on a cost sharing basis.
6. Your service will automatically stand expired on completion of the contract period, and no prior notice will be required on either side.
7. In case the organization requires your services beyond the contract period, a fresh contract would be entered into with mutual consent on both sides, 90 days (3 months) prior to the expiry of contract.
8. Your appointment and its continuance are subject to the fact that you are able to perform your duties to the fullest satisfaction of the management.
9. During the period of employment contract with us, if the management finds your services unsatisfactory or not required by the management, the contract will be terminated after giving one month notice or one month pay in lieu of notice. In your case, if you wish to leave the service, you may give one month notice or one month pay in lieu of notice.
10. You shall keep the management posted with any change in your postal address, otherwise the last postal address as communicated to the organization or as available in the organization records will be deemed as your address for any type of communication from the management.

Ramseena P. F.

180120



APPOINTMENT LETTER

19 April, 2021

Dear **RESHMA MANIKANDAN V V**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Analyst** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-Kochi**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 72000**. Other allowances / reimbursements as due to you are detailed in Annexure 1.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

HO/HR/TA/4339381

Date:16/06/2021

Mr. Rishikesh P.
Puthuvamana H Edavelty PO Thodupuzha Pin 685588

Dear Mr. Rishikesh P,

Subj. Provisional Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of **'Executive Trainee' - Grade 'B1'**.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be **Rs. 300000.00**
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in Across India . However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you

HO/HR/TA/4339381

Date:16/06/2021

Mr. Rishikesh P.,
Puthuvamana H Edavelty PO Thodupuzha Pin 685588

Dear Mr. Rishikesh P,

Sub: Provisional Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of 'Executive Trainee' - Grade 'B1'.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide joy of Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.00
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy. Your initial posting will be at any branch/office anywhere in Across India . However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you

STRICTLY PRIVATE AND CONFIDENTIAL

Date: 09 Jul 2021

Dear Sanjay Prakash,

SUBJECT: OFFER CUM EMPLOYMENT LETTER

With reference to your application and the subsequent discussions with you, we are pleased to offer you an appointment at Bajaj Finance Limited ("Company") on the following terms:

1. **DESIGNATION & BAND**
You will be designated as "Assistant Manager - SALPL - Growth" at G802 Band.
2. **PERIOD OF EMPLOYMENT**
 - 2.1. Basis your confirmation that you were relieved from the services of your previous employer as of the date of your joining with Bajaj Finance Limited, please note that, your employment with Bajaj Finance Limited will commence tentatively on **15 Jul 2021** (or any other date as may be agreed by BFL in its sole discretion) and will continue on an on-going basis, until terminated by either party, with prior notice to the other as per Clause 5.1 of this Employment Letter.
 - 2.2. The retirement age at the Company is 60 (sixty) years. Your employment will terminate automatically and without further notice on the last day of the month in which your 60th (sixtieth) birthday falls.
3. **HOURS AND PLACE OF WORK**
 - 3.1. You shall be based in our **Cochin** office but may be required to serve the Company in any place within or outside India, as required.
 - 3.2. You may be required to travel nationally and internationally on the business of the Company.
 - 3.3. You will be required to work such hours as may reasonably be expected of you and as is consistent with an appointment of this nature.
 - 3.4. You may, at the discretion of the Company be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.
4. **SALARY**
 - 4.1. Your basic salary will be **Rs. 9,000/- (Rupees Nine Thousand only)** and your house rent allowance will be **Rs. 4,500/- (Rupees Four Thousand Five Hundred only)** per month. Your emoluments from the Company will be subject to tax deductions at source and other withholdings as required by law.
 - 4.2. A detailed break-up of your compensation is attached as Annexure – A to this Employment Letter.
 - 4.3. You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.
5. **TERMINATION OR RESIGNATION FROM SERVICE**
The employment can, subject to the policies of the

Page 1 of 6

Bajaj Finance Limited

Corporate Office: 4th Floor, Bajaj Finserv Corporate Office, Off Pune-Almednagar Road,
Viman Nagar, Pune 411014, Maharashtra, India
Registered Office: Mumbai - Pune Road, Akurdi, Pune - 411 035, Maharashtra, India

Tel: +91 20 30405060
Fax: +91 20 30405020
Corporate ID No.:
165910MHH1987PLCA42961

www.bajajfinserv.in/finance



Date: Nov 18, 2021
Offer No : QS2390709

SANJU VARGHESE

COCHIN
KERALA

FIXED TERM EMPLOYMENT CONTRACT

Dear **SANJU VARGHESE**

We are pleased to offer you employment at QUEST Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to our Client's under this Contract. The terms of employment is exclusively with QUEST, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from NOV 23, 2021 be deputed by QUEST, to work at client's office / premises at any of their locations.

TENURE:

The term of your Contract shall be valid from NOV 23, 2021

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at COCHIN.

POSITION:

You are appointed as **OFFICER - SALES.**

REMUNERATION:

Mya Confidential

Offer No : QS2390709

Page 1

This is a system generated letter

QUEST Corp Limited (Formerly IKYA Human Capital Solutions)
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.questcorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Employee Signature

DCSMAT

Anlia Joby <anlia@dcschool.net>

(no subject)

1 message

Deepthi Sankar <deepthis.sankar@gmail.com>
To: anlia@dcschool.net

Mon, Feb 28, 2022 at 3:47 PM

1:58

LTE

Done Offer_Santosh Kumar.docx

Date: 28th January 2021

Dear **Mr. Santosh Kumar**
Shiv Mandir, East Gate , Vaikom PO , Vaikom
Kottayam, Kerala 686141

We are pleased to make an offer of appointment to you
for the position of EXECUTIVE I - WOOD FINISHES
in our organization.

Location: Cochin
Asian Paints Ltd. 33/2469, Devi Building, Labour
Colony Road, Thammannam P.O, Chakkaraarambu,
Cochin - 682032

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

Comp Component	
Starting Basic	21000
Provident Fund (PF)	25.50
Gratuity	1010
Incram. Allowance	1000
HRA	10000
Education Allowance	200
Conveyance Allowance	1500
Consolidated Allowance	890
Month Total	35620
LTA	8000
Annual Bonus	35000
CTC pa.	66440

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

Dr

HiyamMe

24 Dec 2024

HiyamMe
Kuala Lumpur

Dear Mr/Ms/Ms/Ms,

Subject: Letter of employment/ Appointment Letter

At HiyamMe Private Limited (the "Company"), we are pleased to offer you the position referred to as **Recruiter**.

We thank you for considering HiyamMe Private Limited. Our endeavor is to provide you with a satisfying working environment along with a successful growth path.

Your location is Cochin

EMPLOYEE REMUNERATION STRUCTURE

HiyamMe Private Limited ("Company") believes to be the key / significant terms and condition of employment that would be applicable to you. The employment Agreement ("Agreement") You would, in addition to what is specified in this offer letter, the Agreement, be subject to the following terms and conditions, which would be made available to you immediately upon your joining. The Agreement is applicable / in force, which would be read through any of the internal policies, rules and regulations of your company with us. If you would like to read through any of the internal policies, rules and regulations, please contact the HR department prior to acceptance of this offer and/or have any queries regarding the same.

This offer letter is valid for a period of 5 days. Please read and accept a copy of this offer letter and sign the Agreement, including your formal acceptance of the terms and conditions of employment, which shall be considered to be your acceptance of Appointment. The offer letter and all the documents mentioned herein shall be considered to be the basis of Appointment.

We are pleased to welcome you to HiyamMe Private Limited and wish you a long and successful career with us.

HiyamMe Private Limited

Agreed and Accepted

Name: Sign
Date: 24/12/2024
Human Resources

Name: Sign
Date: 24/12/2024



17, Riverside Drive, 5th Floor, Anna Salai,
The City Centre,
2nd Floor, The Gateway, Anna
Salai, Chennai, Tamil Nadu,
600002, India
Bangalore, India
Kolkata, India

Phone: +91 800 045 1234
Fax: +91 800 045 1234
EY

25 February, 2022

Ms. Stradha P Anirudhan
Pattath House, PRA 2, Mahiliasamajam Nursery Road,
Chalikkavattom, Kochi,
Ernakulam,
Kerala - 682028

Contact No: +91 8301943328
Email: stradhaanu23@gmail.com

Dear Stradha,

**Subject: Appointment in the position of
Tax Analyst**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EY Global Delivery Services India LLP" (the "Firm") subject to the following terms and conditions:

1. POSITION:

You will be appointed in the position of **Tax Analyst** in GCR US FSO in the Firm. Your Rank will be 44. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Trivandrum office.

2. DUTIES AND CODE OF CONDUCT:

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

3. WORKING HOURS:

Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may

EY Global Delivery Services India Private Limited, a private limited company with registration no. U74999KA2016PTC0937513 converted into EY Global Delivery Services India LLP, a limited liability partnership with LLP Identity No. AAL-27433 effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Banjaganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.

HO/HR/TA4338381

Date:16/06/2021

Ms. Sreelakshmi K.

Sangammam (H), Ponnimala (P/O) Othukkungal, Malappuram Kerala

Dear Ms. Sreelakshmi K.

Sub: Provisional Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of **'Executive Trainee' - Grade 'B1'**.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Banking to Everyone'. Also, you are committing to the Bank's vision of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 3000000.00
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in Across India . However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you



18/12/2021

Job Offer Letter

Ms. Sreelakshmi Manoj
Kochi.

Mob:00917907863931
Email: sreelakshminanoj1919@gmail.com

Dear Ms.Sreelakshmi

Welcome to our company. With reference to your application and subsequent interview, we are offering you the post of *HR Executive(Work from Home)* in our organization.

Job Profile

Your job responsibility shall be mainly aimed with the coordinative functions of HR and operations department. Your job profile shall be with dual importance and will not be limited with any one of these responsibilities. Your appointment is truly based upon the concept that you will provide dedication and sincerity to our company with your maximum efficiency which will lead to the development of the company as well as your growth. Your sincerity and dedication should reflect in each and every aspects of your work.

Salary

You shall be paid a consolidated monthly salary of **Rs.10,000/- (Rupees Ten Thousand Only)**

Duties and Responsibilities:

- You may have to assist in maintaining the adequate employee strength of the establishment. You will be responsible for sourcing candidates through Job portals/ headhunting and various social medias. You will be evaluating resumes, collecting required information from candidates, conducting preliminary interviews, scheduling short listed candidates for final interview.
- You will collect the details of vacancies available in UAE for different fields which is available in internet like indeed, naukri, linkedin etc...
- You will collect informations about companies in UAE to find vacancies, from different source like Google, facebook, relevant apps and websites.

-1-



Ref: HR/JAN/22/A3/59690935/60333478/1001115667

Date: 27 January, 2022

Mr. Suraj Lal Surendran
Ettumanoor
ettumanoor
Ettumanoor 686631
Kerala, India

Dear Mr. Suraj Lal

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **HoReCa Development Executive in Senior Executive - A3** grade in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Bangalore,Karnataka**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 28 January, 2022.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,90,000/- (Rupees Three Lac(s) Ninety Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 3,90,000/- (Rupees Three Lac(s) Ninety Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 29,653/- (Rupees Twenty Nine Thousand Six Hundred Fifty Three Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.

- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553800

Registered Office: 3rd Floor, Court House, Lokmanya Triak Marg, Dhobi Talao, Mumbai-400 002, India.
www.relianceretail.com



Date: 15.02.2021

To,

Mr. VAISHAK K,
ASWATHY,KUDAMALLOOR P.O,KOTTAYAM 686017.

Sub: Job Offer Letter for Business Development Manager

We are pleased to appoint you as **Business Development Manager** in our organization. Details pertaining to your employment would be as below;

Salary: Your annual CTC would be **Rs.2,16,000** (Two Lakh Sixteen Thousand Indian Rupees only) inclusive of applicable tax, statutory deduction and allowances. (Salary Rs. 1,80,000, Allowances Rs. 36,000)

Date of Joining – Immediately

Probation/Confirmation: You will be on Probation period for the first six months. Based on your performance your services will be confirmed with the company in written after six months.

During the probation period and once confirmed your employment can be terminated or you can relieve from the company by serving one month's notice period. The company can also terminate your employment by providing one month's notice without providing any reasons what-so-ever. If your services are found satisfactory during the probation period, you will be confirmed in the present position.

Absence for a continuous period of Six days without prior approval of your superior, (including overstay on leave/ training) would result in you losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's leave policies on your probation/ Confirmation in the Company's Service.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

Fotia Zoi India, No. 6/858-M, Second Floor, Valamkottil Towers, Judgemukku,
Thrikkakkara PO. Kakkaknad 682021. Kochi. hr@fotiazoiindia.com

HiyaMee

28th Aug 2021

To,
Employee V
Mangalore

Dear Vineetha V,

Subject: Letter of employment/ Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

As the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is **Trisandrum**

Your annual compensation would be **Rs 2600000/-**

Please see ANNEXURE. A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of **27th Aug 2021** and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining 1-Sep-21.

We take this opportunity to welcome you to **HiyaMee Private Limited** and wish you a long and successful career with us.

For **HiyaMee Private Limited**

Agreed and Accepted



Anita Mutha
VP- Human Resources

Name: Vineetha V
Date:

103
JOB OFFER FROM

GRAND HYPER

Inbox



GRAND PLACE... 4/8/2021



to me, regencygroupcft v

Dear Vishnu

Greetings from Grand Hypermarket

Grand Hypermarket has been in Retail for over two decades and our business operation extended in Shopping Malls and hypermarkets. We could establish good track records with our 70 Hypermarket & Supermarket outlets across GCC and, we expanded our business in other verticals such as;

F&B, Property Management, Trading,

HiyaMee

8th Nov 2021

To,

Vishnupriya TS
Ernakulam

Dear Vishnupriya TS,

Subject: Letter of employment/ Appointment Letter

On behalf of HiyaMee Private Limited (the "Company"), we are pleased to offer you (hereinafter referred to as "Employee" or "You") the position of "Recruiter"

At the outset, we thank you for considering HiyaMee Private Limited. Our endeavor is to provide you with a satisfying and challenging work environment along with a successful growth path.

Your Work Location is Trivandrum

For annual compensation please refer (ANNEXURE I - EMPLOYEE REMUNERATION STRUCTURE)

Please see ANNEXURE A for what we believe to be the key / significant terms and conditions of employment that would be applicable to you ("Employment Agreement"). You would, in addition to what is specified in this offer letter and the Employment Agreement, be bound by / required to comply with all internal policies, rules, and regulations of HiyaMee Private Limited (as presently applicable / in force), which would be made available to you immediately upon commencement of your employment with us. If you would like to read through any of the internal policies, rules, and regulations (as presently applicable / in force) prior to acceptance of this offer and/or have any questions regarding the same, we request you to reach out to us.

This offer is effective as of 8th Nov 2021 and will be valid for a period of 5 days. Please sign and return a copy of this offer letter and the Employment Agreement, indicating your formal acceptance of the terms and conditions of employment herein.

By reverting to this mail with your acceptance (or) signing this letter, you confirm your acceptance of the offer. For all relevant purposes, this letter of offer shall be construed to be the "Letter of Appointment". The date of joining 15-Nov-21.

We take this opportunity to welcome you to *HiyaMee Private Limited* and wish you a long and successful career with us.

For *HiyaMee Private Limited*

Agreed and Accepted



Anita Mutha
VP- Human Resources

Name: Vishnupriya TS
Date:

To

Vrinda B. Raj

Manjamtathil House

Mozhoor P.O

Kottayam, Kerala

Dear Vrinda

Thank you for your interest to be part of the growing family of Adfinty. It is indeed a pleasure to welcome you on board with us . Adfinty is India's leading and fast growing Ad-Tech and Digital Out Of Home venture. We have been successful in launching the latest in Digital Advertising Technology domain such as :

- India's first Glass Free 3D screens.
- Artificial Intelligence & Machine Learning Enabled Digital Screens
- IOT enabled Digital Brand Engagement Platform etc. to name a few of our innovations.

Adfinty is now expanding into geographies outside of India and new business domains . We are pleased to have you joining our team.

Please find the details of your remuneration and terms of employment with us .

Designation – Management Trainee - Business Development

Designation after the internship period – Assistant Manager – Business Development

ADFINITY Global Solutions (P) Ltd
4th Floor , INDIQUBE Gamma, #293 / 154 /172,
Outer Ring Road, Kadubeesarahalli,
Bengaluru, India - 560 103
CIN U74999KA2016PTC094928
GST: 29AAOCA6138J1Z6

ADFINITY Global Solutions (P) Ltd
1st Floor, Chiramel Chamber,
Kurishupally Road, Ravipuram, Ernakulam,
Kerala, India - 680 015
GST 32AAOCA6138J1ZJ