




# JSS COLLEGE OF ARTS, COMMERCE AND SCIENCE

Ooty Road, Mysore-570 025

(0821-2548236): 2548380 Fax:0821-2548238 :: jssautonomous@gmail.com :: Website:www.jsscacs.org

## TRANSFER CERTIFICATE

ADM NO	284/2019-20	MEDIUM	ENGLISH	TC NO	987	YEAR	2019-20
1	Name of the Student (As per the Admission Register)			SUMA P ✓			
2	Name of the Father / Guardian			PUTTARAJ KUMAR H T ✓			
3	Male / Female			FEMALE ✓			
4	Date of Birth (As per the Admission Register)			In figures: 08.03.1998 ✓			
				In words: Eight - Three - Nineteen Ninety Eight ✓			
5	Nationality/ Religion / Group / Caste			INDIAN / 3A / VOKKALIGA ✓			
6	a. Date of Admission to the College			14.08.2019			
	b. Date of Leaving the College			31.07.2021			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc MATHEMATICS			
8	Subjects Studied			II YEAR M.Sc MATHEMATICS			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II M.SC MATHEMATICS			
10	Year & Month			Year & Month: - AUGUST / SEPTEMBER 2021			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 26.4.2023			
13	College Receipt / Challan No. & date			84/26.4.2023			
Seal Date : 27.04.2023				 PRINCIPAL JSS College of Arts, Commerce & Science Ooty Road, MYSURU 570 025 012			




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### TRANSFER CERTIFICATE

ADM NO	130/2019-20	MEDIUM	ENGLISH	TC NO	1004	YEAR	2019-20
1	Name of the Student (As per the Admission Register)			SUCHITHRA S S ✓			
2	Name of the Father / Guardian			SHIVASHANKARA S M ✓			
3	Male / Female			FEMALE ✓			
4	Date of Birth (As per the Admission Register)			In figures: 20.05.1998 ✓			
				In words: Twenty - Five - Nienteen Nienty Eight ✓			
5	Nationality/ Religion / Group / Caste			INDIAN / GM/ VOKKALIGA ✓			
6	a. Date of Admission to the College			05.08.2019			
	b. Date of Leaving the College			29.09.2021			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc MATHEMATICS			
8	Subjects Studied			II YEAR M.Sc MATHEMATICS			
9	a. Whether Qualified for Promotion to the next higher class?			FAIL			
	b. Examination Passed			Exam:II M.Sc MATHEMATICS			
10	Year & Month			Year & Month: - AUGUST / SEPTEMBER 2021			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 19.6.2023			
13	College Receipt / Challan No. & date			137/19.6.2023			
Seal Date : 2.08.2023				 <b>PRINCIPAL</b> J.S.S. College of Arts Commerce & Science Ooty Road, MYSORE-570 025			

Ooty Road, MYSORE-570 025

o/c M

✓

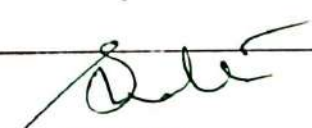


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### TRANSFER CERTIFICATE

ADM NO	245/2019-20	MEDIUM	ENGLISH	TC NO	1005	YEAR	2019-20
1	Name of the Student (As per the Admission Register)			AMSHUDHARA S ✓			
2	Name of the Father / Guardian			SATHYANARAYANA BHAT ✓			
3	Male / Female			MALE ✓			
4	Date of Birth (As per the Admission Register)			In figures: 22.04.1997 ✓			
				In words: Twenty-Two-Four-Nineteen Nienty Seven			
5	Nationality/ Religion / Group / Caste			INDIAN / GM/ BRAHMIN ✓			
6	a. Date of Admission to the College			07.08.2019			
	b. Date of Leaving the College			29.09.2021			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc PHYSICS			
8	Subjects Studied			II YEAR M.Sc PHYSICS			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II M.Sc PHYSICS			
10	Year & Month			Year & Month: - NOVEMBER 2021			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 17.7.2023			
13	College Receipt / Challan No. & date			155/17.7.2023			
Seal Date : 2.08.2023				 <b>PRINCIPAL</b> J.S.S. College of Arts Commerce & Science Ooty Road, MYSORE-570 025			






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### TRANSFER CERTIFICATE

ADM NO	369/2019-20	MEDIUM	ENGLISH	TC NO	1010	YEAR	2019-20
1	Name of the Student (As per the Admission Register)			THIPPESH KOGUNDE B V ✓			
2	Name of the Father / Guardian			BASAVARAJAPPA J C ✓			
3	Male / Female			MALE ✓			
4	Date of Birth (As per the Admission Register)			In figures: 06.03.1998 ✓			
				In words: Six - Three -Nineteen Nienty Eight ✓			
5	Nationality/ Religion / Group / Caste			INDIAN / GM/ LINGAYATH ✓			
6	a. Date of Admission to the College			16.08.2019 ✓			
	b. Date of Leaving the College			29.09.2021			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc BIOCHEMISTRY			
8	Subjects Studied			II YEAR M.Sc BIOCHEMISTRY			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II M.Sc BIOCHEMISTRY			
10	Year & Month			Year & Month: - AUGUST 2021			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 08.08.2023			
13	College Receipt / Challan No. & date			173/08.08.2023			
Seal Date : 08.08.2023				 <b>PRINCIPAL</b> J.S.S. College of Arts Commerce & Science Ooty Road, MYSORE-570 025			




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### TRANSFER CERTIFICATE

ADM NO	196/2019-20	MEDIUM	ENGLISH	TC NO	1011	YEAR	2019-20
1	Name of the Student (As per the Admission Register)			DONALD STEEPHEN			
2	Name of the Father / Guardian			STEEPHEN SEBASTIN			
3	Male / Female			MALE			
4	Date of Birth (As per the Admission Register)			In figures: 05.04.1997			
				In words: Five - Four - Ninteen Nienty Seven			
5	Nationality/ Religion / Group / Caste			INDIAN / GM/ CHRISTIAN			
6	a. Date of Admission to the College			07.08.2019			
	b. Date of Leaving the College			29.09.2021			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc PHYSICS			
8	Subjects Studied			II YEAR M.Sc PHYSICS			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II M.Sc PHYSICS			
10	Year & Month			Year & Month: - AUGUST 2021			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 14.08.2023			
13	College Receipt / Challan No. & date			181/14.08.2023			
Seal Date : 16.08.2023				 <b>PRINCIPAL</b> S.S. College of Arts Commerce & Science Ooty Road, MYSORE - 570 025			

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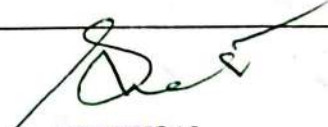


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### TRANSFER CERTIFICATE

ADM NO	408/2019-20	MEDIUM	ENGLISH	TC NO	1013	YEAR	2019-20
1	Name of the Student (As per the Admission Register)			MP MOHAMMED SHAMEEM KURIKKAL ✓			
2	Name of the Father / Guardian			M P ABDUL AZEEZ ✓			
3	Male / Female			MALE ✓			
4	Date of Birth (As per the Admission Register)			In figures: 06.06.1997 ✓			
				In words: Six - Six - Nineteen Ninety Seven ✓			
5	Nationality/ Religion / Group / Caste			INDIAN / GM/ MUSLIM ✓			
6	a. Date of Admission to the College			17.08.2019			
	b. Date of Leaving the College			29.09.2021			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR MA-ENGLISH			
8	Subjects Studied			II YEAR MA-ENGLISH			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II MA - ENGLISH			
10	Year & Month			Year & Month: - AUGUST 2021			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 18.08.2023			
13	College Receipt / Challan No. & date			190/18.08.2023			
Seal Date : 21.08.2023				 <b>PRINCIPAL</b> J.S.S. College of Arts Commerce & Science Ooty Road, MYSORE-570 025			






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### TRANSFER CERTIFICATE

ADM NO	220/2019-20	MEDIUM	ENGLISH	TC NO	1014	YEAR	2019-20
1	Name of the Student (As per the Admission Register)			ALLAMA PRABHU G N ✓			
2	Name of the Father / Guardian			NATARAJU G ✓			
3	Male / Female			MALE ✓			
4	Date of Birth (As per the Admission Register)			In figures: 02.02.1999 ✓			
				In words: Two - Two - Nineteen Ninety Nine ✓			
5	Nationality/ Religion / Group / Caste			INDIAN / GM/ LINGAYATH			
6	a. Date of Admission to the College			08.08.2019			
	b. Date of Leaving the College			29.09.2021			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc BIOCHEMISTRY			
8	Subjects Studied			II YEAR M.Sc BIOCHEMISTRY			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II M.Sc BIOCHEMISTRY			
10	Year & Month			Year & Month: - AUGUST 2021			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 18.08.2023			
13	College Receipt / Chāllan No. & date			191/18.08.2023			
Seal Date : 21.08.2023				 <b>PRINCIPAL</b> J.S.S. College of Arts Commerce & Science Ooty Road, MYSORE-570 025			

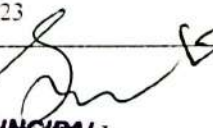
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## TRANSFER CERTIFICATE

ADM NO	100/2019-20	MEDIUM	ENGLISH	TC NO	1021	YEAR	2019-20
1.	Name of the Student (As per the Admission Register)			LOKESH N ✓			
2	Name of the Father / Guardian			NAGARAJU ✓			
3	Male / Female			MALE ✓			
4	Date of Birth (As per the Admission Register)			In figures: 17.04.1999 ✓			
				In words: Seventeen - Four - Nineteen ninety nine ✓			
5	Nationality/ Religion / Group / Caste			INDIAN / GM/ VOKKALIGA ✓			
6	a. Date of Admission to the College			05.08.202019			
	b. Date of Leaving the College			31.07.2021			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc MATHEMATICS			
8	Subjects Studied			II YEAR M.Sc MATHEMATICS			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II M.Sc MATHEMATICS			
10	Year & Month			Year & Month: - JULY / AUGUST 2022			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 27.12.2023			
13	College Receipt / Challan No. & date			DUM0295054/27.12.2023			
Seal Date : 02.01.2024				 <b>PRINCIPAL</b> JSS College of Arts, Commerce & Science Ooty Road, MYSURU-25			

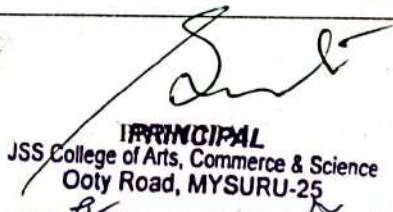


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**TRANSFER CERTIFICATE**


ADM NO	488/2019-20	MEDIUM	ENGLISH	TC NO	1052	YEAR	2019-20
1	Name of the Student (As per the Admission Register)			DHARMESH M S			
2	Name of the Father / Guardian			S SIDDEGOWDA			
3	Male / Female			MALE			
4	Date of Birth (As per the Admission Register)			In figures: 07.09.1996			
				In words: Seven -Nine - Nineteen Ninety Six			
5	Nationality/ Religion / Group / Caste			INDIAN / GM / VOKKALIGA			
6	a. Date of Admission to the College			20.08.2019			
	b. Date of Leaving the College			31.07.2021			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc ZOOLOGY			
8	Subjects Studied			II YEAR M.Sc ZOOLOGY			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II M.Sc ZOOLOGY			
10	Year & Month			Year & Month: - SEPTEMBER 2022			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 07.12.2023			
13	College Receipt / Challan No. & date			DUL9577446/ 07.12.2023			
Seal Date : 29.01.2024				 <b>PRINCIPAL</b> JSS College of Arts, Commerce & Science Ooty Road, MYSURU-25			

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**TRANSFER CERTIFICATE**

ADM NO	169/2019-20	MEDIUM	ENGLISH	TC NO	1059	YEAR	2019-20
1	Name of the Student (As per the Admission Register)			NISARGA			
2	Name of the Father / Guardian			KRISHNEGOWDA			
3	Male / Female			FEMALE			
4	Date of Birth (As per the Admission Register)			In figures: 17.04.1998			
				In words: Seventeen - Four - Nineteen Ninety Eight			
5	Nationality/ Religion / Group / Caste			INDIAN / GM / VOKKALIGA			
6	a. Date of Admission to the College			07.08.2019			
	b. Date of Leaving the College			31.07.2021			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc BOTANY			
8	Subjects Studied			II YEAR M.Sc BOTANY			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II M.Sc BOTANY			
10	Year & Month			Year & Month: - AUGUST 2021			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 02.2.2024			
13	College Receipt / Challan No. & date			02.02.2024			
Seal Date : 02.02.2024				 <b>PRINCIPAL</b> JSS College of Arts, Commerce & Science Ooty Road, MYSURU-25 21214			



Dear Sindhu,

Following on from our recent discussion, I am delighted to confirm our offer to you with ICON Clinical Research Ltd.

Position Offered: Project Associate  
Based: India, Bangalore- Office based role  
Salary: 340,000.00 INR  
Type: Permanent  
Start Date: 01 August 2022

Your detailed offer will be shared in your final employment contract that you will receive shortly.

In your new role with us, you will have the opportunity to help our customers accelerate the development of drugs and devices that help save lives and improve the quality of lives around the world. Our Own It culture and core values, Integrity, Collaboration, Agility, and Inclusion are shared across the company.

Upon Workday acceptance, you will receive an email from our third party background verification company, HireRight, asking you to follow a link to enter your information to start your debarment and background check. Please complete this request within 24 hours of receipt, delay completing this may affect your start date.

We hope that you are pleased to receive our offer of employment, please confirm by accepting the check box in Workday to formally accept and complete your personal information (including your contact details) and submit. *Please ensure your Legal Name & Address is correct. If you need to update, please click on Update Contact Information from your Candidate Home Page on your Workday Profile.* As soon as I receive this, a formal contract of employment/offer letter will be sent to you.

We look forward to welcoming you aboard and in the meantime, if you have any questions, please do not hesitate to contact me via email or by phone. We look forward to welcoming you to the ICON family.

Congratulations!

Karthiga Pushparaj





# Scholars Wing Edu Tech Solutions LLP

Dear Vinutha R

Congratulations!!!

Scholars wing is pleased to offer you the position of Junior Subject Matter Expert (Mathematics). Your skills and experience will be an ideal fit for our Content Department.

As per our discussion, your joining date will be 8<sup>th</sup> February, 2021. The starting salary is Rs per 312000 annum and is paid on a monthly basis by direct deposit; we look forward to welcoming you to Scholars wing Family. If you have any questions, please feel free to reach out at any time.

The salary break-up is provided based on the existing company policies.

Salary details are strictly confidential and should not be shared with anybody.

Particular	Monthly	Year	Deduction	Monthly	Year
Basic	13430	161160	PT	200	2400
HRA	5372	64464	Employee PF	0	0
Conveyance	1600	19200	Employee ESI	0	0
Medical Allowance	1250	15000	TDS	As per the rules	As per the rules
Children Education Allowance	0	0	<b>Total Deduction</b>	200	2400
Travel Allowance	0	0			
Performance Incentive	4348	52176			
Project Benefit	0	0			
Lunch	0	0	<b>Take Home</b>	25800	309600
<b>Total Gross</b>	26000	312000			
<b>Benefits</b>					
Employer PF	0	0			
Employer ESI	0	0			
<b>Total Benefits</b>					
Total (with company PF)	26000	312000			

\*\* As per the company rules and would vary depending on the Income Tax rules. "We welcome you to Scholars wing, and look forward to a mutually beneficial association."

Best Wishes,  
Human Resources

## ANNEXURE - 2

### LIST OF DOCUMENTS

1. Please note that all of the below documents are mandatory and kindly furnish them during the time of joining.
  - Colorstonz Creative Studios LLP Offer letter.
  - Academic and Professional certificates (starting from SSC/10th, Intermediate/+2, Degree or any relevant educational certificates).
  - Colour passport size photographs 3 no's.
  - Relieving certificate or resignation acceptance letter from your most recent employer (Applicable only in case of having prior work experience)
  - A copy of last 3 month's salary slips/Bank statements (Applicable only in case of having prior work experience).
  - Proof permanent address (Passport/Electricity/Telephone bill/Voter ID Card etc.)
  - Signature proof (Passport copy or Pan Card or Signature certified by the banker).
  - Two copies of Photo ID Proof (PAN Card or Passport or Voter ID card or Driving License or any other document (with a photograph certified by a Government Authority).
2. Please do bring the original testimonials for verification.
3. This offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in the support of the above, the Company reserves the right to revoke the offer at any point of time during your service.

Note: Documentation process on your date of joining can take up to a full day. Your patience in this regard will be highly appreciated.

1/8/24 11:11 AM

image.png



## OFFER OF EMPLOYMENT : MEDGENOME LABS LTD

Dear Kavya,

welcomes from MedGenome Labs Ltd.

Here comes the time for you to contribute in the Genomics space by being a part of a growing organization.

We are extremely excited and glad to offer you the position **Research Associate Trainee** at MedGenome Labs Ltd.

Your date of joining would be on or before **17<sup>th</sup> January 2022**.

Request you to please confirm your acceptance of the offer.

As a part of the on boarding process, request you to please share the scanned copies of the below documents :

- PAN Card / Voters ID
- Aadhar card
- Passport
- Address Proof
- Photographs
- Police Verification letter (not applicable due to the current limitations)
- Mark Sheets and Degree Certificate of all academic qualification
- Offer letter of the previous organizations (if applicable)
- Resignation acceptance letter of the current organization (if applicable)
- Current Form 16 (if applicable)

Request you to please bring the originals of the above documents for verification on the date of joining

Also, please carry the below documents on your date of joining

Relieving letter (if applicable)

Bank Account Details

Please feel free to reach out to me in case of any clarifications/queries.



To,

**Ms. Leena J.P.**

D/O Padmaraju J.N.

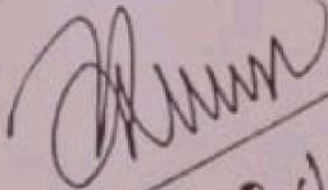
Javarannahalli (V)

B.G. Nagara (P)

Bellur (H)

Nagamangala (T)

Mandya (D) - 571448

  
20.10.23

Copy to:

1. OSD to Vice Chancellor
2. Finance Officer
3. The Principal, BGS First Grade College
4. Office Copy



## HEALTHSEQ PRECISION MEDICINE

A precision medicine and health systems company

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

1<sup>st</sup> June 2022

Chandana B  
191/A 3<sup>rd</sup> Stage KHB  
Kuvempu Nagar  
Mysore 570023

Dear Ms. Chandana,

### Sub: Appointment as Trainee Scientist

On behalf of HealthSeq Precision Medicine Pvt Ltd, I am happy to extend this offer to you to work for the company as a Trainee Scientist. This appointment will be from 6<sup>th</sup> June 2022. The offer is valid till 30<sup>th</sup> June 2022. The initial period of appointment will be for one year from the date of reporting. Rupees Twenty Five thousand (Rs 25,000=00) will be your consolidated salary per month.

Specifics regarding the appointment are:

You will be required to report to work every day of the week between Monday to Saturday. Although there may be some variation and change in responsibilities and duties as the appointment proceeds, your duties in the appointment will be to carry out tasks as assigned to you by the company in the development of biomarkers, healthcare related work including interaction with partners vendors, hospitals, regulatory agencies, apart from bioinformatics.

You will be required to sign a Non-Disclosure agreement (NDA) and an undertaking regarding the confidentiality of the work being carried out in the company.

You are required to compulsorily get the yearly health insurance cover and accident insurance cover. The actual expenses for the health and accident insurance cover will be reimbursed on production of the receipts, subject to a maximum of Rupees Two thousand (Rs 2500=00) only.

Other terms and conditions are attached.

As evidence of acceptance of this offer, please sign one enclosed copy of this letter and the terms and conditions and return it by email attachment.

Dr. Satish Chandra  
Director



ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ  
(ವಿಜಯ ಅಧಿನಿಯಮ ೧೯೯೪ ರ ಅಡಿಯಲ್ಲಿ ಕರ್ನಾಟಕ ಸರ್ಕಾರದಿಂದ ಸ್ಥಾಪಿತವಾದ ರಾಜ್ಯ ವಿಶ್ವವಿದ್ಯಾಲಯ)  
"ಜ್ಞಾನ ಸಂಗಮ", ಬೆಳಗಾವಿ-೫೯೦೦೧೮, ಕರ್ನಾಟಕ, ಭಾರತ  
**Visvesvaraya Technological University**  
(State University of Government of Karnataka Established as per the VTU Act, 1994)  
"Jnana Sangama" Belagavi-590018, Karnataka, India

Prof. A. S. Deshpande, B.E., M.Tech., Ph.D.  
REGISTRAR

Phone: (0831) 2498100  
Fax : (0831) 2405467

VTU/BGM/Aca/Ph.D./2020-21/878

Date: December 31, 2021

**Provisional Registration Letter for Ph.D. Degree Programme  
(Office Order)**

Sub: Provisional Ph.D. Registration reg...


- Ref: 1. Notification No. VTU/BGM/Aca/Ph.D./2020-21/847 dated 07-11-2020.  
2. Candidate's ETR Application No. : 3190  
3. Hon'ble Vice Chancellor's Order dated 14-12-2021.

Pursuant to the recommendations of the Admission Committee and approval of Honourable Vice Chancellor, you have been selected for provisional admission to pursue Ph.D. programme under Visvesvaraya Technological University, Belagavi.

The details pertaining to the registration are given below:

Sl.No.	Particulars	
1.	Name of the Candidate	NAGALAKSHMI A R
2.	University Seat Number (USN)	4MC20PMA03
3.	Admission Category of Research Programme (Full Time/Part Time).	Ph.D. - Full Time
4.	Faculty under which the degree will be awarded.	FACULTY OF APPLIED SCIENCES
5.	Name of the Research Center	MALNAD COLLEGE OF ENGINEERING HASSAN
6.	Specialization	MATHEMATICS
7.	Proposed Research Topic / Area.	Spectral Graph Theory and Graph Labeling
8.	Name and address of the Research Supervisor.	DR.KALAVATHI G K Assc. Professor - MATHEMATICS MALNAD COLLEGE OF ENGINEERING HASSAN
9.	Name and address of the Research Co-Supervisor.	DR. SHRIKANTH A S Assc. Professor - MATHEMATICS ADICHUNCHANAGIRI INSTITUTE OF TECHNOLOGY CHICKMAGALURU
*****		

The research Scholars shall strictly follow the norms of the University with regard to the Regulations Governing the Degree of Doctor of Philosophy (Ph.D.) / M.S. (Research) - 2020 and any other amendments effected from time to time.

  
Registrar

To,

1. NAGALAKSHMI A R, SHRIMATHA, MARUTHIKRUP, HARIHARSWARA TEMPLE STREET, KOTE, CHIKMGALUR, 577101.
2. Principal of the college / Director, Principal or Dean (Architecture)/Chairperson of the University Department/Research





ಕರ್ನಾಟಕ-ಕೇಂದ್ರೀಯ ಆಹಾರ ತಂತ್ರಜ್ಞಾನ ಸಂಶೋಧನಾ ಸಂಸ್ಥೆ - ಮೈಸೂರು - 576 029, ಕರ್ನಾಟಕ  
ಕೆ.ಆರ್.ಎಸ್.ಬ್ಲಾಕ್ - ಕೇಂದ್ರೀಯ ಆಹಾರ ತಂತ್ರಜ್ಞಾನ ಸಂಶೋಧನಾ ಸಂಸ್ಥೆ, ಮೈಸೂರು 576 029, ಕರ್ನಾಟಕ  
CSIR - Central Food Technological Research Institute, Mysuru - 576 029, India



No. FTR/MLP/0265/2021/PATCELL

01-October, 2021  
//SPEEDPOST//

To  
Mr. GIRISH BHARADWAJ AN  
# 96 1<sup>st</sup> MAIN, 5<sup>th</sup> CROSS,  
SIDDHIVINAYAKA BLOCK,  
TEACHER'S LAYOUT YERAGANAHALLI,  
MYSURU - 570029  
Mobile No. 9900965632

Sub: Offer of engagement as Project Associate Level I in **MLP-0265**.  
P. Dr. Prasanna Vasu, Principal Scientist, FS&AQCL Department.

Sir,

With reference to your application to the position of Project Associate you are hereby intimated that the Director, CSIR-CFTRI, Mysore has been pleased to offer you a temporary position of **Project Associate Level-I** on a monthly stipend of **Rs. 25,000/- (Rupees Twenty Five Thousand only) plus 16% HRA per month** for the period **01.10.2021 to 31.03.2022 or from the date of joining to 31.03.2022** as per the terms and conditions enclosed. The initial tenure is for a period of one year subject to the fund availability in the project.

If you are willing to accept the engagement on the terms and conditions mentioned herewith, **you may please communicate your acceptance within a week and report for duty immediately thereafter**, failing which this offer will stand cancelled without further notice to you.

Yours faithfully

(MANILAL P)  
Head, PMC

Encl:

- (1) Terms & Conditions of engagement.
- (2) Undertaking by the candidate.
- (3) Relationship Declaration.
- (4) Bio data form.
- (5) Form of acceptance of terms and condition.
- (6) Form for medical certificate.
- (7) Declaration form for verification of character and antecedents.

-: ಚಾಲನಾ ಆದೇಶ :-

**ವಿಷಯ :** GPTR-2022-23ನೇ ಸಾಲಿನ ಪದವೀಧರ ಪ್ರಾಥಮಿಕ ಶಾಲಾ ಶಿಕ್ಷಕರ(6-8ನೇ ತರಗತಿ) ನೇಮಕಾತಿ ಸಂಬಂಧ ಆಯ್ಕೆಯಾದ ಅಭ್ಯರ್ಥಿಯನ್ನು ಶಾಲಾ ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರು ಪಡಿಸಿಕೊಳ್ಳುವ ಬಗ್ಗೆ.

- ಉಲ್ಲೇಖ:** 1. ಮಾನ್ಯ ಉಪನಿರ್ದೇಶಕರು(ಆಡಳಿತ),ಶಾಲಾ ಶಿಕ್ಷಣ ಇಲಾಖೆ, ಮಡಿಕೇರಿ ಜಿಲ್ಲೆ, ಇವರ ನೇಮಕಾತಿ ಆದೇಶ ಪತ್ರ ಸಂಖ್ಯೆ: ಇ1/ GPTR (6-8)/18/2023-24 ದಿನಾಂಕ:08-11-2023.  
2. ಶ್ರೀ ಮಧುಸೂದನ್ ಎಂ.ಪಿ. GPTR-2022-23ನೇ ಸಾಲಿನ ಪದವೀಧರ ಪ್ರಾಥಮಿಕ ಶಾಲಾ ಶಿಕ್ಷಕರ(6-8ನೇ ತರಗತಿ) ಅಭ್ಯರ್ಥಿ ಮನವಿ ಅರ್ಜಿ ದಿನಾಂಕ: 09-11-2023.

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ಮೇಲಿನ ವಿಷಯ ಹಾಗೂ ಉಲ್ಲೇಖಕ್ಕೆ ಸಂಬಂಧಿಸಿದಂತೆ ಕರ್ನಾಟಕ ಶಿಕ್ಷಣ ಸೇವೆಗಳು(ಸಾರ್ವಜನಿಕ ಶಿಕ್ಷಣ ಇಲಾಖೆ) ನೇಮಕಾತಿ(ವಿಶೇಷ)ನಿಯಮಗಳು 2022 ರ ವೃಂದ ಮತ್ತು ನೇಮಕಾತಿ ನಿಯಮಗಳು ಮತ್ತು ಕಾಲಕಾಲಕ್ಕೆ ಹೊರಡಿಸಿದ ಸರ್ಕಾರಿ ಆದೇಶಗಳಂತೆ, ಉಲ್ಲೇಖ(1)ರ ಮಾನ್ಯ ಉಪನಿರ್ದೇಶಕರು(ಆಡಳಿತ),ಶಾಲಾ ಶಿಕ್ಷಣ ಇಲಾಖೆ, ಮಡಿಕೇರಿ ಜಿಲ್ಲೆ ಇವರ ಆದೇಶ ಪತ್ರದಲ್ಲಿ ಈ ಕೆಳಗಿನ ಅಭ್ಯರ್ಥಿಯು GPTR-2022-23ನೇ ಸಾಲಿನ ಪದವೀಧರ ಪ್ರಾಥಮಿಕ ಶಾಲಾ ಶಿಕ್ಷಕರ(6 ರಿಂದ 8ನೇ ತರಗತಿ) ಹುದ್ದೆಗೆ ನೇಮಕಾತಿ ಹೊಂದಿ ದಿನಾಂಕ:21-10-2023 ರಂದು ಜಿಲ್ಲಾ ಹಂತದಲ್ಲಿ ನಡೆದ ಕೌನ್ಸಿಲಿಂಗ್ ಪ್ರಕ್ರಿಯೆಯಲ್ಲಿ ಸ್ಥಳ ಆಯ್ಕೆ ಮಾಡಿಕೊಂಡಿರುತ್ತಾರೆ.

ಈ ಸಂಬಂಧ ಸದರಿ ಅಭ್ಯರ್ಥಿಯು ಉಲ್ಲೇಖ(1)ರಲ್ಲಿ ಗೊತ್ತುಪಡಿಸಿರುವ ಎಲ್ಲಾ ಸೇವಾ ಷರತ್ತುಗಳು ಹಾಗೂ ನಿಬಂಧನೆಗಳಿಗೆ ಒಳಪಟ್ಟಿರುವುದರಿಂದ ಈ ಕೆಳಗೆ ನಮೂದಿಸಿರುವ ಶಾಲಾ ಕರ್ತವ್ಯಕ್ಕೆ ದಿನಾಂಕ:15-11-2023 ರ ಪೂರ್ವಾಪ್ನಿ ಹಾಜರಾಗಿ ಈ ಕಚೇರಿಗೆ ವರದಿ ಮಾಡುವಂತೆ ಸೂಚಿಸಿದೆ.

ಆಯ್ಕೆ ಪಟ್ಟಿ ಕ್ರಮ ಸಂಖ್ಯೆ	ನೋಂದಣಿ ಸಂಖ್ಯೆ	ಆಯ್ಕೆಯಾದ ಅಭ್ಯರ್ಥಿಯ ಹೆಸರು ಮತ್ತು ವಿಳಾಸ	ಜನ್ಮ ದಿನಾಂಕ	ಮೀಸಲಾತಿ ಪ್ರವರ್ಗ	ಸ್ಥಳ ನಿಯುಕ್ತಿಗೊಳಿಸಿದ ಹುದ್ದೆ ಮತ್ತು ವಿಷಯ	ಸ್ಥಳ ನಿಯುಕ್ತಿ ಮಾಡಿದ ಶಾಲೆಯ ಹೆಸರು ಮತ್ತು ವಿಳಾಸ	ಷರಾ
01	5184087	MADHUSUDAN M P DOOR NO 61 DISMOUNTED JOCKEY QUARTERS NEAR POLICE BHAVAN MYSORE, MYSORE DIST	16-05-1997	GM_OT	GPT_ ENGLISH	GHP5 MADALAPURA (29250210905) SOMWARPET TQ KODAGU DIST	

ನಿಬಂಧನೆಗಳು:

1. ಅಭ್ಯರ್ಥಿಯು ಅರ್ಜಿ ಸಲ್ಲಿಸುವ ವೇಳೆಯಲ್ಲಿ ಯಾವುದೇ ತಪ್ಪು ಮಾಹಿತಿ ಅಥವಾ ಖೋಟಾ ದಾಖಲೆಗಳನ್ನು ನೀಡಿದ್ದಲ್ಲಿ ಅಥವಾ ಅಭ್ಯರ್ಥಿಯ ಆಯ್ಕೆ ಮತ್ತು ನೇಮಕಾತಿಯಲ್ಲಿ ಯಾವುದೇ ಲೋಪದೋಷಗಳು ಕಂಡುಬಂದಲ್ಲಿ ನೇಮಕಾತಿಯನ್ನು ಯಾವುದೇ ಮುನ್ಸೂಚನೆ ನೀಡದೇ ರದ್ದುಪಡಿಸಲಾಗುವುದು. ತಪ್ಪು ಮಾಹಿತಿ ಅಥವಾ ಖೋಟಾ ದಾಖಲೆಗಳನ್ನು ನೀಡಿ ನೇಮಕಾತಿ ಪಡೆದಿದ್ದಲ್ಲಿ ಕ್ರಿಮಿನಲ್ ಮೊಕದ್ದಮೆಯನ್ನು ಹೂಡಿ ನಿಯಮಾನುಸಾರ ಅಂತಹ ಅಭ್ಯರ್ಥಿಯ ವಿರುದ್ಧ ಕಠಿಣ ಕ್ರಮಗಳನ್ನು ಕೈಗೊಳ್ಳಲಾಗುವುದು.
2. ಮೇಲ್ಕಂಡ ಅಭ್ಯರ್ಥಿಯ ನೇಮಕಾತಿಯು ತಾತ್ಕಾಲಿಕವಾಗಿದ್ದು, ಅವರ ನೇಮಕಾತಿ ಮತ್ತು ಸೇವಾ ಷರತ್ತುಗಳು ಆಗಿದ್ದಾಂಗೆ ಚಾರಿಯಲ್ಲಿರುವ ಚಾಲ್ತಿ ನಿಯಮಾವಳಿ ಮತ್ತು ಸರ್ಕಾರದ ಆದೇಶಗಳಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ.
3. ಸದರಿ ಅಭ್ಯರ್ಥಿಯು 1977ರ ಕರ್ನಾಟಕ ನಾಗರಿಕ ಸೇವಾ(ಪರಿಷ್ಕಾರ) ನಿಯಮಗಳಿಗೆ ಬದ್ಧರಾಗಿರುತ್ತಾರೆ.

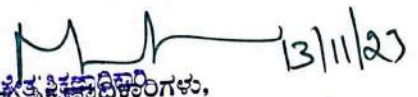
ಪು.ತಿ.ನೋ.2



4. ನೇಮಕಾತಿ ಹೊಂದಿದ ಶಿಕ್ಷಕರು ತಮ್ಮ ಮಾನಸಿಕ ಹಾಗೂ ಶಾರೀರಿಕ ದೇಹದಾಡ್ಯತೆಯ ಕುರಿತು ವೈದ್ಯಾಧಿಕಾರಿಗಳಿಂದ ಪ್ರಮಾಣ ಪತ್ರ ಪಡೆದು ಹಾಜರುಪಡಿಸಿದ್ದಲ್ಲಿ ಮಾತ್ರ ಪ್ರಥಮ ವೇತನ ಪ್ರಮಾಣ ಪತ್ರ ಪಡೆಯಲು ಅರ್ಹರಿರುತ್ತಾರೆ.
5. ಅಭ್ಯರ್ಥಿಗಳ ಮೂಲ ಪ್ರಮಾಣ ಪತ್ರಗಳ ನೈಜತೆಯನ್ನು ಸಂಬಂಧಿಸಿದ ಮಂಡಳಿ ಹಾಗೂ ವಿಶ್ವ ವಿದ್ಯಾನಿಲಯಗಳಿಂದ ದೃಢೀಕರಿಸಿಕೊಂಡ ಅರ್ಹತಾ(ನೈಜತೆ)ಪ್ರಮಾಣ ಪತ್ರ ಪಡೆದ ನಂತರವೇ ಅಭ್ಯರ್ಥಿಯ ಪ್ರಥಮ ವೇತನ ಪ್ರಮಾಣ ಪತ್ರ ಬಿಡುಗಡೆಮಾಡತಕ್ಕದ್ದು.
6. ಅಭ್ಯರ್ಥಿಯು ಈ ಆದೇಶ ತಲುಪಿದ 15 ದಿನಗಳೊಳಗಾಗಿ ಸ್ಥಳ ನಿಯುಕ್ತಿಗೊಳಿಸಿದ ಶಾಲೆಯಲ್ಲಿ/ ಸಂದರ್ಭಾನುಸಾರ ಹಂಚಿಕೆಯಾಗಿರುವ ಕ್ಷೇತ್ರ ಶಿಕ್ಷಣಾಧಿಕಾರಿಯವರ/ಉಪನಿರ್ದೇಶಕರ/ಡಯಟ್ ಕಚೇರಿಯಲ್ಲಿ ಕರ್ತವ್ಯದ ಮೇಲೆ ಹಾಜರಾಗಬೇಕು. ತಪ್ಪಿದ್ದಲ್ಲಿ ಈ ನೇಮಕಾತಿ ಆದೇಶವು ತಾನಾಗಿಯೇ ರದ್ದಾಗುತ್ತದೆ. ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾದ ಶಿಕ್ಷಕರ ಸೇವಾ ಹಿರಿತನವು ಆಯಾ ನೇಮಕಾತಿ ಚೇಷ್ಟಾ ಕ್ರಮ ಸಂಖ್ಯೆಯಂತೆ ಇರುತ್ತದೆ.
7. ಅಭ್ಯರ್ಥಿಯು ತಮ್ಮ ಪೂರ್ವ ನಡತೆಯು ಸಮರ್ಪಕವಾಗಿದೆ ಎನ್ನುವ ಕುರಿತು ನಿಯಮಾನುಸಾರ ಪತ್ರಾಂಕಿತ(ಗೆಚೆಚೆಡ್) ಅಧಿಕಾರಿಗಳಿಂದ ನಡತೆ ದೃಢೀಕರಣ ಪ್ರಮಾಣ ಪತ್ರವನ್ನು ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾಗುವ ಸಮಯದಲ್ಲಿ ಸಂಬಂಧಿಸಿದ ಅಧಿಕಾರಿಗಳಿಗೆ ಸಲ್ಲಿಸತಕ್ಕದ್ದು.
8. ನೇಮಕಾತಿ ನಿಯಮಾನುಸಾರ 02 ವರ್ಷಗಳ ಪರಿವೀಕ್ಷಣಾ ಅವಧಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ. ಈ ಅವಧಿಯಲ್ಲಿ ಅಭ್ಯರ್ಥಿಯ ಸೇವಾ ನಡತೆ ಅಸಮರ್ಪಕ ಹಾಗೂ ಅಸಮಾಧಾನಕರ ಎಂದು ಕಂಡು ಬಂದಲ್ಲಿ ನಿಯಮಾನುಸಾರ ನೇಮಕಾತಿಯನ್ನು ರದ್ದುಪಡಿಸಲಾಗುವುದು.
9. ಅಭ್ಯರ್ಥಿಯು ನಿಗದಿತ ನಮೂನೆಯಲ್ಲಿ ಲಿಖಿತ ರೂಪದಲ್ಲಿ ಪ್ರಮಾಣ ವಚನ ಸಲ್ಲಿಸಬೇಕು.
10. ನೇಮಕಾತಿ ಹೊಂದಿದ ಅಭ್ಯರ್ಥಿ ಪ್ರಸ್ತುತ ಜಿಲ್ಲೆಯಲ್ಲಿ ಕಡ್ಡಾಯವಾಗಿ 5 ವರ್ಷ ಸೇವೆ ಸಲ್ಲಿಸತಕ್ಕದ್ದು ಹಾಗೂ ನಿಗದಿಪಡಿಸಿರುವ ಕನಿಷ್ಠ ಸೇವಾ ಅವಧಿಯೊಳಗೆ ಶಿಕ್ಷಕರು ವರ್ಗಾವಣೆಗೆ ಅರ್ಜಿ ಸಲ್ಲಿಸಲು ಮತ್ತು ವರ್ಗಾವಣೆ ಹೊಂದಲು ಅವಕಾಶವಿರುವುದಿಲ್ಲ.
11. ನೇಮಕಾತಿ ಹೊಂದಿದ ಅಭ್ಯರ್ಥಿಯ ವಿರುದ್ಧ ಯಾವುದೇ ನ್ಯಾಯಾಲಯದಲ್ಲಿ ಕ್ರಿಮಿನಲ್ ಮೊಕದ್ದಮೆ ವಿಚಾರಣಾಧೀನದಲ್ಲಿ ಇರುವ ವಿಷಯ ತಿಳಿದುಬಂದಲ್ಲಿ ಅವರ ನೇಮಕಾತಿಯನ್ನು ರದ್ದುಪಡಿಸಲಾಗುವುದು.
12. ಅಭ್ಯರ್ಥಿಯು ನನಗೆ ಮದುವೆ ಆಗಿಲ್ಲ/ಆಗಿದ್ದರೆ ಒಬ್ಬರಿಗಿಂತ ಹೆಚ್ಚು ಪತಿ/ಪತ್ನಿ ಹೊಂದಿಲ್ಲವೆಂಬ ಬಗ್ಗೆ ರೂ.50/- ಮೌಲ್ಯದ ದಸ್ತಾವೇಜಿನಲ್ಲಿ ಮುಚ್ಚಳಿಗೆ ಪತ್ರ ಬರೆದುಕೊಡತಕ್ಕದ್ದು.
13. ಅಭ್ಯರ್ಥಿಯ ನೇಮಕಾತಿಯು ಪ್ರಚಲಿತ ನೂತನ ಪಿಂಚಣಿ ಯೋಜನೆಯ ಸೇವಾ ನಿಯಮಗಳಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ.
14. ನೇಮಕಗೊಂಡ ಅಭ್ಯರ್ಥಿಯು ತೈನಾತಿಸಿದ ಶಾಲೆಗೆ/ ಕ್ಷೇತ್ರ ಶಿಕ್ಷಣಾಧಿಕಾರಿಯವರ/ಉಪನಿರ್ದೇಶಕರ/ಡಯಟ್ ಕಚೇರಿಗೆ ಹಾಜರಾಗಲು ಯಾವುದೇ ಭತ್ಯೆಗೆ ಅರ್ಹರಿರುವುದಿಲ್ಲ.
15. ಅಧಿಸೂಚನೆಯಲ್ಲಿನ ಎಲ್ಲಾ ವಿವರಗಳು ಸಾಮಾನ್ಯ ಹಾಗೂ ವಿಶೇಷ ನಿಯಮ ನಿಬಂಧನೆಗಳಿಗೂ ಅಭ್ಯರ್ಥಿಯು ಒಳಪಟ್ಟಿರುತ್ತಾರೆ.
16. 6 ರಿಂದ 7/8ನೇ ತರಗತಿಗಳಿಗೆ ನೇಮಕವಾಗುವ ಪದವೀಧರ ಪ್ರಾಥಮಿಕ ಶಾಲಾ ಶಿಕ್ಷಕರು ಕಾರ್ಯಭಾರದ ಹೊಂದಾಣಿಕೆಗೆ ಅದೇ ಶಾಲೆಯ ಅಥವಾ ಹತ್ತಿರದ ಶಾಲೆಯ ಇತರೆ ತರಗತಿಗಳಿಗೆ ಅವರು ನೇಮಕಾತಿ ಹೊಂದಿರುವ ವಿಷಯದ ಜೊತೆಗೆ ಉಳಿದ ತರಗತಿಗಳ ಇತರೆ ಯಾವುದೇ ಪಠ್ಯ ವಿಷಯಗಳ ಬೋಧನೆ ಮಾಡಲು ಸೂಚಿಸಬಹುದಾಗಿದೆ.
17. ಪ್ರಸ್ತುತ ಕೌನ್ಸಿಲಿಂಗ್‌ನಲ್ಲಿ ಕ್ಷೇತ್ರ ಶಿಕ್ಷಣಾಧಿಕಾರಿಯವರ/ ಉಪನಿರ್ದೇಶಕರ/ ಡಯಟ್ ಕಚೇರಿಗೆ ಸ್ಥಳ ಹಂಚಿಕೆ ಪಡೆದಿರುವ ಅಭ್ಯರ್ಥಿಗಳು ಹಾಜರಾದ ತಕ್ಷಣದಿಂದಲೇ ವೃತ್ತಿ ಬುನಾಧಿ ತರಬೇತಿಗೆ ನಿಯೋಜನೆಗೊಳ್ಳುತ್ತಾರೆ. ವೃತ್ತಿ ಬುನಾಧಿಯ ತರಬೇತಿಯ ನಂತರದಲ್ಲಿ ಮತ್ತೊಂದು ಕೌನ್ಸಿಲಿಂಗ್ ಮುಖಾಂತರದಲ್ಲಿ ಆಯಾ ಜಿಲ್ಲಾ ವ್ಯಾಪ್ತಿಯ 'ಸಿ' ವಲಯದ ಯಾವುದಾದರೂ ಶಾಲೆಯ ಖಾಲಿ ಹುದ್ದೆಗೆ ಆಯ್ಕೆಯಂತೆ ಸ್ಥಳ ಹಂಚಿಕೆಗೆ ಪರತ್ತಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತಾರೆ.
18. ಅಭ್ಯರ್ಥಿಯ ಕುರಿತಂತೆ ಯಾವುದೇ ನ್ಯಾಯಾಲಯದ ಪ್ರಕರಣವು ವಿಚಾರಣಾಧೀನದಲ್ಲಿದ್ದರೆ ಅಭ್ಯರ್ಥಿಯ ಆಯ್ಕೆಯು ಹಾಗೂ ನೇಮಕಾತಿಯು ಸದರಿ ನ್ಯಾಯಾಲಯದಲ್ಲಿನ ರಿಟ್ ಅರ್ಜಿ/ ಅರ್ಜಿಗಳಲ್ಲಿನ ಪ್ರಕರಣಗಳ ಅಂತಿಮ ತೀರ್ಪಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ.
19. ರಾಜ್ಯ ಉಚ್ಚ ನ್ಯಾಯಾಲಯ/ಕೆ.ಎ.ಟಿ. ನ್ಯಾಯಾಲಯಗಳಲ್ಲಿ ಆಯ್ಕೆ ಮತ್ತು ನೇಮಕಾತಿ ವಿಷಯದ ಬಗ್ಗೆ ಯಾವುದೇ ನ್ಯಾಯಾಲಯ ಪ್ರಕರಣ ಇಲ್ಲ ಎಂಬುದಾಗಿ ನೀಡಿರುವ ದಸ್ತಾವೇಜಿನ ಮೇಲೆ ನೋಟರೀಕೃತ ಮುಚ್ಚಳಿಯ ಅಂಶಗಳಿಗೆ ಬದ್ಧರಾಗಿರತಕ್ಕದ್ದು.

ಇವರಿಗೆ:

ಮುಖ್ಯ ಶಿಕ್ಷಕರು, ಸರ್ಕಾರಿ ಮಾದರಿ ಪ್ರಾಥಮಿಕ ಶಾಲೆ ಮಾದಲಾಪುರ, ಸೋಮವಾರಪೇಟೆ ತಾಲ್ಲೂಕು, ಕೊಡಗು ಜಿಲ್ಲೆ ಇವರಿಗೆ ಸೂಕ್ತ ಕ್ರಮಕ್ಕಾಗಿ ಕಳುಹಿಸಿದೆ.

  
 ಕ್ಷೇತ್ರ ಶಿಕ್ಷಣಾಧಿಕಾರಿಗಳು,  
 ಸೋಮವಾರಪೇಟೆ ತಾಲ್ಲೂಕು, ಕೊಡಗು ಜಿಲ್ಲೆ,  
 ಸೋಮವಾರಪೇಟೆ ತಾ|| ಕೊಡಗು ಜಿಲ್ಲೆ 571236  
 12/11/23



Date: 28-Apr-22

Ref No: TNPL / AO / 4184 / 2022

Dear **Kiran S B**,  
Designation: **Executive - HR**

### **OFFER / APPOINTMENT LETTER**

Teleindia Networks Private Limited, a leading global provider of Services and Solutions, in the domain of Optical, Wireless & Enterprise, is very pleased to extend the following Offer of Employment to you. We trust that your knowledge, skills and experience will be among our most valuable assets.

Teleindia is pleased to inform that you are hereby appointed as **Executive - HR** under the HR Department of our Organization.

Should you accept this job offer, per company policy you will be eligible to receive the following compensation and benefits starting from the date of your appointment. You shall, by signing this Offer letter, confirm that you have gone through the offer details including the salary and other benefits, in full and you are satisfied that the same is agreeable to you as per terms and conditions discussed and agreed upon as under: -

#### **1. Start Date**

Your date of appointment will be **01-May-22** as mutually agreed. As per the terms of the company you will be on probation for a period of six months from your date of joining.

#### **2. Location, Designation & Reporting Manager**

(a) Your base location after appointment will be **Bangalore** as agreed and your designation will be **Executive - HR** and you will be part of the **HR Department**. You will directly be reporting to **Mr. Mahesh M** and your job functions and responsibilities will be as discussed with your immediate manager or under the scope defined by our client/customer.

(b) You will be liable for transfer in such capacity as the company may from time to time and to any other location, department, function, establishment or branch of the company or subsidiary, associate or Affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

#### **3. Compensation Plan**

(a) Your CTC (Cost to Company) will be **INR 288,156 per annum (Rupees Two Lakh Eighty Eight Thousand One Hundred Fifty Six Only)**. Your total compensation CTC (Cost to Company) will comprise of Gratuity, Health & Accidental Insurance, Provident Fund (PF) Contributions and Monthly Gross. (Refer to Annexure I).

(b) You will be entitled to any other compensation and benefits in accordance with the company policy as may be modified and intimated to you from time to time.

(c) Statutory deductions towards Employee PF, Professional Tax (PT) and Income Tax will be applicable and is deducted from your monthly gross salary. These deductions are mandatory & follow rules and regulations as per the State & Central Government.

(d) Your salary will be reviewed periodically as per company policy. Changes in your compensation are discretionary and will be subject to and on the basis of effective Performance / results during the period and other relevant criteria. (e) You shall receive your salary on or before the 7th (Seventh) of every month.

#### **4. Entitlements**

(a) The typical office working hours are from 09:30 AM to 18:30 PM with half hour break a day from Monday to

Friday, which is a total of 48 hours / week. On Saturday, the office hours are from 09:30 AM to 13:30 PM. However, if you are assigned to specific customer you would be required to follow their time and holiday calendar. There is no specific calendar applicable for Field engineers as long as statutory compliances are followed. They would be governed by the work activity applicable from project to project.

(b) Leaves and holidays are as per the policy and as applicable to your category of employees and location of posting.

#### **5. Responsibilities**

(a) In view of your position and office, you must effectively, diligently and to the best of your ability execute all responsibilities assigned and ensure completeness of the assignments. You will be expected to work extra hours to achieve the above whenever the job so requires. Over-time rates are not applicable in any and all situations.

(b) You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable.

(c) We at Teleindia are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the company as they form an integral part of the terms of employment with Teleindia. Consequently, you are required to understand the scope and intent behind these policies to ensure adherence & compliance with these policies.

#### **6. General**

(a) In your current offer from Teleindia you will work from the base location as mentioned above and you will be the liaison between Teleindia & Teleindia's Client for all activities –Technical Support and Operations and if necessary, may be required to work from Teleindia's Client location. In such an event of you working from Teleindia's Client location (exception - leaves / holidays which is as aligned to Teleindia's Client workplace), you will still be governed by Teleindia's company policies in all aspects of your employment including entitlement to compensation and any other benefits as an employee, continuity of employment and/or separation from employment will be wholly dependent and subject to Teleindia's Client decisions & business not excluding other factors like non-performance, inconsistent attitude and behaviour or wilful negligence.

(b) We trust that you have not provided us with any false declaration or wilfully suppressed any information. If you have, you will be liable for removal from service without notice. Note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which relate to your commitments under this agreement.

(c) You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement.

#### **7. Probation**

You will be placed on probation for a period of six months and the said period can be extended by another three months by giving it to you in writing. If you are not confirmed in writing, your services shall be deemed to be permanent automatically on completion of the probation period. During probation in case of termination the notice period from Teleindia would be based on your performance - feedback from Teleindia's client/customer's directive and would be mutually agreed.

After successful completion of your probation, you will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time, as and when applicable as per rules of the Company and such other benefits as applicable to employees in force from time to time to the location/place wherever you are working.

#### **8 Joining Competitor**

In the event of termination of your services or your resignation from the service of the Teleindia, you shall not join Competitor Company of Teleindia for a period of one year from the date of termination / relieving.

#### **9. Notice Period**

Both parties can terminate this agreement by issuing a notice of 60 Days (2 Months) to the other either during the probation period or after confirmation.

#### **10. Appraisals**

Your future increments or promotion or any other salary increase shall be based on Teleindia's Individual Performance Assessment. This would be established based on your consistent overall Performance; business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.

#### **11. Conflict of Interest**

During the period of service with the company, you shall not indulge and/or take part in any activity of formation of council and/or association or become a member being part of management staff which are found to be detrimental in the interest of the company in any way. Such an action shall be deemed as infringement to service conditions of the company and amount to causing damage to its interest and shall call for disciplinary action being taken against you, as it may deem fit and appropriate. (Refer to 'TI Policy - Conflict of Interest V2.0').

**12.** You shall retire from the services of the Company on attaining 58 years of age.

**13.** During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the Company in writing. Any contravention of this condition will entail termination of your services from the Company.

#### **14. Transfer Clauses**

(i.) Your services are liable to be transferred or loaned or assigned with/without transfer, wholly or partially, from one department to another or to office/branch and vice-versa or office/branch to another office/ branch of an associate company, existing or to come into existence in future or any of the Company's branch office or locations anywhere in India or abroad or any other concern where this Company has any interest. In such case, you will abide by responsibilities expressly vested or implied or communicated and shall follow rules and regulations of the department/office, establishment, jointly or separately, without any compensation or extra remuneration or provision of accommodation. You, thereupon, may be governed by service conditions and other terms of the said concern as may be applicable.

(ii.) The aforesaid Clause (i) will not give you any right to claim employment in any associate or/sister concern or ask for a common seniority with the employee of sister/associate concern.

**15.** In the event you are absent from duty without information or permission of leave or you overstay your sanctioned leave, the Management will treat the absence without intimation as having voluntarily abandoned the services of the Company.

#### **16. Termination**

Your services are liable to be terminated at any time, if:

(i.) during probation or after confirmation, in case you are found to be medically unfit by the Company's appointed Authorized Medical practitioner, on examination;

(ii.) as and when the Company comes to know of any conviction by the Court of Law during the tenure of your service with us or conviction and/or any bad record in the past under the previous employer, or because of your giving false information at the time of your appointment or concealed any material information or given any false details in the application form or otherwise as regard age, education qualification, experience, salary, etc.

(iii.) if you are found to be not possessing desired qualification which do not conform to an authority and / or



Government regulation as may be required from time to time and necessary for continuation of business or its exigencies or on account of redundancy.

(iv.) if you are held for any integrity issues at Teleindia.

17. You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.

#### **18. Non-Compete**

During the course of employment with the Company, you will acquire, gain, generate, create, design, gather and develop knowledge of and be given access to business information about products/activities, know-how, methods or refinements and business plans and business secrets and other information concerning the products / business of the Company, herein after called the 'Confidential Information'. You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during course of employment and on cessation for at least one year period. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilize them for your own use or disclose to other persons during or after your employment. (Refer to 'TI Policy - IPR-Confidential Info-Non-Competition V2.0').

19. You shall carry out the job of **Executive - HR** and such other jobs connected with or incidental to which is necessary for business of the Company. You shall do any other work assigned to you, which you are capable of doing or work at any other post which has been temporarily assigned to you.

20. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.

#### **21. Company Assets**

While you are in employment of the company, you may be given or handed over company's property and / or equipment for official use and you shall take care of them including their upkeep. On cessation of employment with the Company, you shall return all documents, books, papers relating to the affairs of the Company, purchased with the Company's money, which may have come to you, and also any property of the Company in your possession.

#### **22. Salary Advances**

Any balance of advance or loan taken by you from the Company, shall be fully recovered from your salary and any other legal dues including Gratuity, at the time you are leaving the services of the Company.

23. While working as an employee if you enter into any business transaction with any party on behalf of the company within your permissible limits, it shall be your responsibility to ensure recovery of outstanding. If any outstanding remains at the time of leaving the services of the company, it shall be your responsibilities to recover for remittance to the company before you proceed to settle your legal dues in full and final settlement of your account.

#### **24. TDS**

The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings/investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non-compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall be deducted from the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection.

25. As you will appreciate, it is impossible to anticipate all of the changes which will occur in the business environment, in the law, and in the workplace over the course of this employment relationship. The Company reserves the right to make such reasonable revisions to the above terms as changing circumstances may require and in accordance with appropriate requirements.

**26. Jurisdiction**

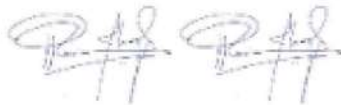
All disputes arising out of this letter will be tried to settle through arbitration, subject to the jurisdiction of the Bangalore Courts, and that the courts, tribunals and/or authorities at Bangalore only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your work location being elsewhere at that time/s.

We sincerely look forward to you becoming a part of Teleindia and are excited about the prospect of working with you.

We would appreciate if you will confirm acceptance of this appointment offer by signing and returning a scan copy of this letter along with your resignation/resignation acceptance mail, failure of which may be treated as your decline of our offer by **05-May-22**

We welcome you to Teleindia and wish you a rewarding career.

For Teleindia Networks Private Limited



Praveen Thomas  
Head - HR

I, \_\_\_\_\_, hereby accept the aforesaid terms and conditions without any change or amendment.

Sign:  
Name:

**ANNEXURE – 1**

<b>COMPENSATION BREAKUP WORKSHEET</b>		
Name: <b>Kiran S B</b> Designation: <b>Executive - Claims</b>		
<b>Components</b>	<b>Monthly</b>	<b>Annual</b>
<b>Cost to Company (CTC)</b>	<b>24,013</b>	<b>288,156</b>
Basic	17,657	211,884

HRA	0	0
Flexi Pay	0	0
Project Allowance	2500	30000
<b>Gross</b>	<b>17,657</b>	<b>211,884</b>
<b>Employer (ER) Contribution Component</b>	<b>Monthly</b>	<b>Annual</b>
Teleindia ER PF Contribution	1800	21600
Teleindia <b>Annual</b> Gratuity Contribution	849	10,188
Teleindia <b>Annual</b> Health & Accidental Insurance Premium	52	624
Teleindia <b>ER</b> ESIC Contribution	655	7860
TI Award	0	0
<b>Employee (EE) Contribution Component</b>	<b>Monthly</b>	<b>Annual</b>
EE PF Contribution	1800	21600
EE ESIC Contribution	151	1812
PT	200	2,400
Other Deductions	0	0
<b>Take Home</b>	<b>18,006</b>	<b>-</b>

\* Rs.500/month is considered towards employee convenience and digitization initiatives.

Your salary is confidential and should not be shared with other employees. Discussion about your salary should be with your Immediate Manager or Human Resources Manager.

For Teleindia Networks Private Limited



Praveen Thomas  
Head - HR

1. **HRA** - Taxable if supporting documents & HRA compliance is not provided on timely basis 2. **Flexi Pay** – if applicable it would consist of components like Medical/Conveyance Reimbursement, etc. Taxable if supporting documents are



*not provided on timely basis.*

**3. Gratuity** - *As per The Payment of Gratuity Act, 1972; Employee must serve a minimum of Five (5) years to claim at the time of separation.*

**4. Project Allowance** – *Applicable in few cases based on customer projects that Teleindia execute; Allowance is prorated based on start & end dates of the project; Facilities like company provided transportation / guest house / daily allowance / air or train fare will NOT be provided*

**5. TI Award** – *if applicable will be disbursed on Pro-rata basis from the date of joining & it will be paid half yearly.*

5. You are not entitled to special incentives may be paid from time to time.
  6. You will be assigned to a project and will seek guidance from your supervisor.
  7. During your period of assignment except with the approval of your supervisor.
-

Manjunatha Bhat B K  
Chief Executive

I accept the appointment offe

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Signature & Date

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ManpowerGroup Services India Pvt. Ltd.  
Unit No. 4-A/1 & Unit No. 4-A/2,  
4<sup>th</sup> Floor, Plot No. 6, Uppal Plaza,  
M-6, Jasola, New Delhi - 110025  
CIN - U74910DL1997PTC068591  
T: +91 - 11 - 6649 7500  
F: +91 - 11 - 6649 7527  
www.manpowergroup.co.in



Date: 04/Mar/2022

Name: Girish

Subject: OFFER FOR FIXED TERM CONTRACT

With reference to your appointment with Manpower Group Services India Pvt. Ltd., We have pleasure in offering you the position of "Business Analyst 1 M" with our client "IMS Health Analytics Services Private Limited" on a Fixed Term Contract basis.

The detail of the offer is as follow –

Start date of Assignment	:	07/Mar/2022
End date of Assignment	:	06/Sep/2022
Location	:	Bangalore.
CTC Per Month	:	Rs 34,100/-

Any statutory dues like PF, ESI, Bonus etc, if applicable, will be Paid / Deducted as per law.

All taxes will be deducted as applicable by law.

This offer is contingent upon your liability to provide us/upload the copies of the documents as per joining kit.

If you wish to accept this offer, kindly send the accepted copy of the same along with a copy of your accepted resignation letter or relieving letter (if applicable). In case the signed acceptance and required documents are not received by Manpower within 7 days of the offer date, Manpower at their discretion reserve their right to treat this offer as withdrawn automatically without further notice.



\_\_\_\_\_  
Signature

Authorized Signatory

\_\_\_\_\_  
Signature

Girish

ManpowerGroup Services India Pvt. Ltd.  
Unit No. 4-A/1 & Unit No. 4-A/2,  
4<sup>th</sup> Floor, Plot No. 6, Uppal Plaza,  
M-6, Jasola, New Delhi - 110025

CIN - U74910DL1997PTC066591

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F: +91 - 11 - 6649 7527  
www.manpowergroup.co.in



### Leave Policy & Notice Period

Applicable for all ManpowerGroup associates Deputed at IMS Health Analytics Services Pvt Ltd.

- All associate are eligible for an annual 20 days Leaves..
- Holiday calendar & working Hours will be applicable as per IMS health policy.
- If the associate does not have any leave balance and applies leave then those leaves will be considered as LOP.
- The associate should get all their planned leaves sanctioned from Reporting Manager at least 15 days on advance.
- In case of leave arising out of illness or maternity, the leave application will have to accompanied by a medical certificate to HR along with the approval of the reporting manager.

#### Maternity Leave (ML)

This leave shall be provided as per the provisions of the Maternity Benefit Act, 1961 to all women associates, who have worked for the last 80 days, before the expected date of delivery, in the preceding 12 months period. As per IMS Health policy, Total benefit of maternity leaves availed would be 90 days.

Duration of the Assignment	Notice Period
2week or less	3 days
>2 weeks to 1 month	1 week
1 month to 6 months	2 weeks
>6 months	1 month

Signature

Girish

**BE YOURSELF,  
MAKE A DIFFERENCE.**



27-Jun-2023

C8068825



*\*For Accenture use only*

**CHARAN P R**

**S/O Radhakrishna P M, Patte House, Ulluguli village, Gaddhehala post, Suntikoppa town, Somwarpet taluk**

**Management Level - 13**

**Sublevel - 3**

**Job Profile - Business Operations New Associate**

**Job Family Group - Service Delivery**

**Business Deal - Non Contact Center**

Dear **CHARAN,**

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Bengaluru**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.



In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

As a general requirement employees will be expected to work from office in the location tagged to their role: Tagged or base locations (unless changed) will be considered for all administrative & operational/official purposes, irrespective of any exceptions to work from remote. Exceptions, if any/granted, will be interim and temporary, and will be subject to review with HR/business, and based on your role, business, and client expectations. The Company reserves the right to ask you to come to office locations pursuant to our business needs and customer requirements. This offer is contingent to the above-mentioned agreement.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 255200** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the employee application form (EAF) is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

**CHARAN**, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **mithun.krishna.m** at **7760600265** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.  
Yours sincerely,



Jal  
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

\_\_\_\_\_  
[Insert full legal name]  
Date:

Candidate's signature \_\_\_\_\_

**ANNEXURE 1**

Your compensation is as mentioned below:

<b>Total Cash Compensation</b>		
	Annual(INR)	
(A) Annual Fixed Compensation*	<b>INR 220000</b>	
(B) Variable Bonus earning potential	Min.	Max.
	<b>0%</b>	<b>16%</b>
Annual Total earning potential (A+B)	Min.	Max.
	<b>INR 220000</b>	<b>INR 255200</b>

<b>(C)#Additional Benefits</b>	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	<b>INR 3700</b>
Notional Insurance Premium paid by Company	<b>INR 13700</b>

<b>(D)##Additional Discretionary WFH Benefits/Reimbursements</b>	
One-time WFH Assistance reimbursement	<b>INR 18,000/-</b>
Annual Internet reimbursement	<b>INR 12,000/- (capped at INR 1,000/- per month)</b>

<b>(E)Optional opportunity to participate in the Employee Share Purchase Plan</b>	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares <b>at 15% discount on the fair market value</b>	<b>INR 3300 (discount opportunity with an optional investment of 10% of gross pay and no change in share price)</b>

\*\*Annual Fixed Compensation includes employer"s contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 220000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY23 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

**Note: For International Worker Only\***

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the Government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Statutory Bonus amounts if payable to you. Such Statutory Bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Statutory Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.



**Benefits applicable for current Company financial year:**

**In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:**

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 705,000/- (If you contribute towards Employee Provident Fund)	Company

1. a) Medical Insurance for self, spouse/partner and 4 dependent children up to INR 5,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to INR 20,00,000 and siblings up to INR 10,00,000 and any under a separate Insurance plan. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to INR 30,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse/partner and 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. Kindly refer to those before initiating a purchase. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

- Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

**GST Clause:**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

**General Tax:**

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

**ANNEXURE 3**

**DECLARATION**

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-'-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company. I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

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[Insert full legal name]

Date:

## **ANNEXURE 4**

### **REQUIRED DOCUMENTATION**

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card - We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.





CC to: The Branch Head: 1  
for information.

I accept the terms and cond

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Signature & Date



## Chola Business Services Limited

Regd. Office: Dare House,2, N.S.C Bose Road, Parrys, Chennai - 600 001, India

Tel: 91.44.40907172 Fax: 91.44.25346464

CIN - U72300TN2004PLC054887

22-Sep-2023

**Madan Kumar M S**  
**S/O Srikanta Murthy, Antarasanthe , Hobli,**  
**Heggadadevana Kole Taluk, Beechanahalli**  
**Mysore, Karnataka, India**

Dear **Madan Kumar M S,**

Reference to the interview you had with the Company, we are delighted to offer you the position of **Executive - Receivables - Soft collection** in **CFF 4, Deputy Relationship Manager** based at **Hunsur** in our Organization.

We are sure that you will bring your unbridled enthusiasm and expertise into your specified role. We assure you that your willingness to learn and drive for growth will provide you with great opportunities for a fulfilling & comprehensive career growth within the Organisation. Please note that this position is transferable across any location, in order to undertake specific assignments.

**Your annual CTC would be Rs. 2,43,110 (Inclusive of all short term & long term benefits). Refer Annexure for the details of your compensation structure.**

Please sign and return the duplicate copy within 7 days of issuance of this letter, otherwise this offer will become null & void. A formal appointment letter will be issued to you before your date of joining. The terms and conditions of your employment would be as per your appointment letter.

Your appointment is subject to successful completion of all the necessary formalities.

We are attaching the list of documents to be submitted (Annexure) for issuance of appointment letter.

We look forward to meeting you soon and trust that your association with Chola will be a mutually beneficial one.

Welcome to the Cholamandalam Family!

Yours faithfully,

**For Chola Business Services Limited**

*N. Narendra*

**Narendra N**  
**Senior Associate Vice President**



## Chola Business Services Limited

Regd. Office: Dare House,2, N.S.C Bose Road, Parrys, Chennai - 600 001, India

Tel: 91.44.40907172 Fax: 91.44.25346464

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### SALARY ANNEXURE

Name: **Madan Kumar M S**

SBU: **Executive - Receivables - Soft collection**

Grade: **CFF 4**

Grade Title: **Deputy Relationship Manager**

Location: **Hunsur**

Component	Monthly	Yearly
Basic Salary	8103	97244
House Rent Allowance	4051	48622
Special Allowance	5844	70138
Gross Salary	18000	216004
Employer ESI	585	7020
Employer PF	1673	20086
Total Cost To Company	20259	243110

*N. Narendra*

**Narendra N**

**Senior Associate Vice President**

### Annexure

**List of Documents to be submitted for Issuance of Appointment Letter:**

<b>Resume</b>	Latest Resume
<b>KYC Documents</b>	Aadhaar, PAN, Driving Licence, Address Proof
<b>Education Documents</b>	Highest Education Qualification Certificate



**Chola Business Services Limited**

Regd. Office: Dare House,2, N.S.C Bose Road, Parrys, Chennai - 600 001, India

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**CIN - U72300TN2004PLC054887**

<b>Previous Employment Documents</b>	Payslips, Offer/ Appraisal Letter, Relieving Letters, Incentive Proof
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# ಜೆಎಸ್‌ಎಸ್ ಮಹಾವಿದ್ಯಾಪೀಠ

ಜಗದ್ಗುರು ಡಾ|| ಶ್ರೀ ಶಿವರಾತ್ರಿ ರಾಜೇಂದ್ರ ವೃತ್ತ, ಮೈಸೂರು - 570004

ವಿಷಯ: ದ್ವಿತೀಯ ದರ್ಜೆ ಸಹಾಯಕರ ನೇಮಕಾತಿ ಕುರಿತು.

**ಆದೇಶಸಂಖ್ಯೆ ಜಿಎಡಿ/ಇಎಸ್‌ಟಿ(1)/1/2021-22 ದಿನಾಂಕ 29.1.2022**

ಶ್ರೀ ಪ್ರದೀಪ ಎಸ್ ಬಿನ್ ಶ್ರೀ ಶಾಂತ, #32/1, ವಾಟರ್ ಟ್ಯಾಂಕ್ ಎದುರು, ಪಂಚಗವಿಮಠ, ಗೌರಿಶಂಕರನಗರ, ಮೈಸೂರು ಇವರನ್ನು ಜೆಎಸ್‌ಎಸ್ ಮಹಾವಿದ್ಯಾಪೀಠ, ಮೈಸೂರು ಇಲ್ಲಿಗೆ ದ್ವಿತೀಯ ದರ್ಜೆ ಸಹಾಯಕರನ್ನಾಗಿ ತಾತ್ಕಾಲಿಕವಾಗಿ ನೇಮಕ ಮಾಡಿದೆ. ಇವರು ಕಾರ್ಯನಿರ್ವಾಹಕ ಕಾರ್ಯದರ್ಶಿಯವರಲ್ಲಿ ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಳ್ಳುವುದು.

ಇವರ ನೇಮಕಾತಿಯು ಈ ಕೆಳಕಂಡ ನಿಯಮಗಳು ಹಾಗೂ ಷರತ್ತುಗಳಿಗೊಳಪಟ್ಟಿರುತ್ತದೆ.

1. ಇವರಿಗೆ ಪ್ರಾರಂಭದಲ್ಲಿ ಮಾಸಿಕ ₹10,000/-ಗಳ ಸಂಚಿತ ವೇತನ ನೀಡಲಾಗುವುದು. ಈ ಸಂಚಿತ ವೇತನವು ವಿದ್ಯಾಪೀಠದ ವೇತನದ ನಿಯಮಗಳಲ್ಲಿ ಆಗುವ ಬದಲಾವಣೆಗೆ ಒಳಪಟ್ಟಿದೆ.
2. ಇವರ ನೇಮಕಾತಿಯು ಇವರು ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾದ ದಿನಾಂಕದಿಂದ ಜಾರಿಗೆ ಬರುತ್ತದೆ.
3. ಇವರು ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾದ ದಿನಾಂಕದಿಂದ ಎರಡು ವರ್ಷಗಳವರೆಗೆ ಪರಿವೀಕ್ಷಣಾವಧಿಯಲ್ಲಿದ್ದು, ಆಡಳಿತಮಂಡಳಿ/ಸಕ್ಷಮ ಪ್ರಾಧಿಕಾರವು ತನ್ನ ವಿವೇಚನಾನುಸಾರ ಇವರ ಪರಿವೀಕ್ಷಣಾವಧಿಯನ್ನು ಒಂದು ವರ್ಷ ಕಾಲ ಮುಂದುವರಿಸಬಹುದಾಗಿದೆ. ಈ ಅವಧಿಯಲ್ಲಿ ಇವರು ಕೆಲಸ ತ್ಯಜಿಸಲು ಇಚ್ಛಿಸಿದ್ದಲ್ಲಿ ಒಂದು ತಿಂಗಳು ಮುಂಚಿತವಾಗಿ ಸೂಚನೆ ನೀಡಬೇಕು ಅಥವಾ ಒಂದು ತಿಂಗಳ ವೇತನ ಪಾವತಿ ಮಾಡಬೇಕು.
4. ಈ ಪರಿವೀಕ್ಷಣಾವಧಿಯಲ್ಲಿ ಅಥವಾ ಮುಂದುವರಿದ ಪರಿವೀಕ್ಷಣಾವಧಿಯಲ್ಲಿ ಯಾವುದೇ ಕಾರಣ ಅಥವಾ ಸೂಚನೆ ನೀಡದೆ ಇವರನ್ನು ಸೇವೆಯಿಂದ ಬಿಡುಗಡೆ ಮಾಡಬಹುದಾಗಿದೆ. ಪರಿವೀಕ್ಷಣಾವಧಿಯನ್ನು ತೃಪ್ತಿಕರವಾಗಿ ಪೂರೈಸಿದ ಬಗ್ಗೆ ಲಿಖಿತವಾಗಿ ಆದೇಶ ನೀಡಿದ್ದಲ್ಲಿ ಇವರು ಪರಿವೀಕ್ಷಣಾವಧಿಯಲ್ಲಿ ಮುಂದುವರಿಯುತ್ತಾರೆ.
5. ಇವರು ಎರಡು ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಪೂರೈಸಿದ ನಂತರದಲ್ಲಿ ಇವರ ಕೆಲಸ ಕಾರ್ಯಗಳು ತೃಪ್ತಿಕರವಾಗಿರುವ ಬಗ್ಗೆ ಪರಿಶೀಲನಾ ಸಮಿತಿ ಸಭೆಯಲ್ಲಿ ಪರಿಶೀಲಿಸಲಾಗುವುದು. ಒಂದು ವೇಳೆ ಇವರ ಕೆಲಸ ಕಾರ್ಯಗಳು ತೃಪ್ತಿಕರವಾಗಿದ್ದಲ್ಲಿ ಪರಿವೀಕ್ಷಣಾ ಅವಧಿ ತೃಪ್ತಿಕರವಾಗಿ ಮುಗಿದಿದೆ ಎಂದು ಘೋಷಿಸಿ, ವೇತನಶ್ರೇಣಿ ಮಂಜೂರು ಮಾಡಲಾಗುವುದು. ಇಲ್ಲವೇ ಇವರ ಪರಿವೀಕ್ಷಣಾವಧಿಯನ್ನು ಪುನಃ ಒಂದು ವರ್ಷಗಳ ಕಾಲ ಮುಂದುವರಿಸಬಹುದು. ಆದಾಗ್ಯೂ ಇವರ ಸೇವೆಯು ತೃಪ್ತಿಕರವಾಗಿಲ್ಲದಿದ್ದ ಪಕ್ಷದಲ್ಲಿ ಮುಂಚಿತ ತಿಳುವಳಿಕೆ ನೀಡಿ ಇವರನ್ನು ಸೇವೆಯಿಂದ ಬಿಡುಗಡೆಗೊಳಿಸಲಾಗುವುದು.
6. ಇವರು ಈ ಸಂಸ್ಥೆಯಲ್ಲಿ ಪೂರ್ಣಾವಧಿ ನೌಕರರಾಗಿರುತ್ತಾರೆ ಮತ್ತು ಇವರು ತಮ್ಮನ್ನು ಬೇರೆ ಯಾವುದೇ ಹುದ್ದೆ, ವ್ಯಾಪಾರ ಅಥವಾ ವೃತ್ತಿಯಲ್ಲಿ ಯಾವುದೇ ರೀತಿಯಲ್ಲಿ ಸಂಸ್ಥೆಯ ಅನುಮತಿ ಇಲ್ಲದೆ ತೊಡಗಿಸಿಕೊಳ್ಳಬಾರದು.
7. ಇವರ ಈ ನೇಮಕಾತಿಯು ಇವರು ಕೊಟ್ಟಿರುವ ಮಾಹಿತಿಗಳ ಆಧಾರದ ಮೇರೆಗೆ ಮತ್ತು ಇವರು ಒದಗಿಸಿರುವ ಅರ್ಹತೆಯ ಆಧಾರದ ಮೇರೆಗೆ ಆಗಿದೆ. ಆದ್ದರಿಂದ ಯಾವುದೇ ಸಮಯದಲ್ಲಾದರೂ ಇವರು ನೀಡಿರುವ ಮಾಹಿತಿಗಳು ಸರಿಯಿಲ್ಲವೆಂದು ಕಂಡುಬಂದಲ್ಲಿ ಅಥವಾ ಇವರು ಸಂಸ್ಥೆಗೆ ತಿಳಿಸಬೇಕಾದ ಯಾವುದಾದರೂ ವಿಷಯವನ್ನು ಮುಚ್ಚಿಟ್ಟಿದ್ದರೆ ಇವರ ಸೇವೆಯನ್ನು ಯಾವುದೇ ಮುನ್ನೂಚನೆಯಿಲ್ಲದೆ ಕೊನೆಗೊಳಿಸಲಾಗುವುದು.
8. ಇವರ ಸೇವೆಯು ಎಲ್ಲಾ ರೀತಿ ವರ್ಗಾವಣೆಗೂ ಬಾಧ್ಯವಾಗಿರುತ್ತದೆ. ಇವರನ್ನು ಜೆಎಸ್‌ಎಸ್ ಮಹಾವಿದ್ಯಾಪೀಠ ಮತ್ತು ಅದರ ಸಂಸ್ಥೆಗಳು, ಜೆಎಸ್‌ಎಸ್ ಮೆಡಿಕಲ್ ಸರ್ವಿಸ್‌ಟ್ರಸ್ಟ್ ಹಾಗೂ ಇತರೆ ಟ್ರಸ್ಟ್‌ಗಳು, ಜೆಎಸ್‌ಎಸ್ ಎಎಚ್‌ಇಆರ್ ಮತ್ತು ಅದರ ಅಧೀನದಲ್ಲಿರುವ ಸಂಸ್ಥೆಗಳಲ್ಲಿ ಪ್ರಸ್ತುತ ಇರುವ ಅಥವಾ ಮುಂದೆ ಸೃಜಿಸಬಹುದಾದ ಹುದ್ದೆಗಳಿಗೆ ವರ್ಗಾವಣೆ ಮಾಡಬಹುದಾಗಿದೆ.
9. ಇವರು ತಮ್ಮ ಹುದ್ದೆಯ ಕರ್ತವ್ಯಗಳು ಮತ್ತು ಜವಾಬ್ದಾರಿಗಳಲ್ಲೇ ಆಡಳಿತಮಂಡಳಿಯು ವಹಿಸುವಂತಹ ಯಾವುದೇ ಕೆಲಸದ ಜವಾಬ್ದಾರಿಗಳನ್ನು ನಿರ್ವಹಿಸಬೇಕಾಗುತ್ತದೆ.

P.T.O

10. ಇವರ ನೇಮಕಾತಿಯು ಖಾಯಂ ಆದ ನಂತರವೂ ಸಹ ಇವರ ನೇವೆ ಅಗತ್ಯವಿಲ್ಲವೆಂದು ಕಂಡುಬಂದಾಗ ಇವರನ್ನು ಮೂರು ತಿಂಗಳ ಮುನ್ಸೂಚನೆಯೊಂದಿಗೆ ಅಥವಾ ಮೂರು ತಿಂಗಳ ಮುಂಗಡ ವೇತನಕೊಟ್ಟು ನೇವೆಯಿಂದ ಬಿಡುಗಡೆ ಮಾಡಲಾಗುವುದು. ಇದೇರೀತಿ ನೌಕರನು ನೇವೆಯಿಂದ ಬಿಡುಗಡೆ ಹೊಂದಲು ಇಚ್ಛಿಸಿದಲ್ಲಿ ಮೂರು ತಿಂಗಳು ಮುಂಚಿತ ನೋಟೀಸು ನೀಡಿ, ಇಲ್ಲವೇ ಮೂರು ತಿಂಗಳ ವೇತನದ ಹಣ ಪಾವತಿಸಿ ಬಿಡುಗಡೆ ಹೊಂದಬಹುದಾಗಿರುತ್ತದೆ.
11. ಇವರು ಭವಿಷ್ಯನಿಧಿ ಹಾಗೂ ಇಎಸ್‌ಐ/ಗುಂಪು ವೈದ್ಯಕೀಯ ವಿಮಾ ಯೋಜನೆಗೆ ಕಡ್ಡಾಯವಾಗಿ ಸದಸ್ಯರಾಗಬೇಕು.
12. ಕೆಲಸಕ್ಕೆ ಹಾಜರಾಗುವ ಸಮಯದಲ್ಲಿ ತಮ್ಮ ಎಲ್ಲ ಅರ್ಹತಾ ಪತ್ರ ಇತ್ಯಾದಿ ಮೂಲ ದಾಖಲೆಗಳನ್ನು ತಪ್ಪದೆ ಒಪ್ಪಿಸಬೇಕು.

ಈ ಮೇಲೆ ತಿಳಿಸಿದ ಎಲ್ಲಾ ನಿಯಮಗಳಿಗೆ ಬದ್ಧವಾಗಿದ್ದಲ್ಲಿ ಈ ನೇಮಕಾತಿ ಆದೇಶದ ಪ್ರತಿಗೆ ಸಹಿ ಮಾಡಿ ಆಡಳಿತ ಸಂಸ್ಥೆಗೆ ಹಿಂದಿರುಗಿಸಬೇಕು.



ಕಾರ್ಯನಿರ್ವಾಹಕ ಕಾರ್ಯದರ್ಶಿ

### ಸ್ವೀಕೃತಿ

ನಾನು ಈ ಮೇಲಿನ ಎಲ್ಲಾ ಷರತ್ತುಗಳನ್ನು ಓದಿ ಅರ್ಥಮಾಡಿಕೊಂಡಿರುತ್ತೇನೆ ಮತ್ತು ನಾನೇ ಸ್ವತಃ ಇದನ್ನು ಒಪ್ಪಿಕೊಂಡು ದಿನಾಂಕ \_\_\_\_\_ರಂದು ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾಗುತ್ತಿದ್ದೇನೆ.

ಅಭ್ಯರ್ಥಿಯ ಸಹಿ

ಇವರಿಗೆ,  
ಶ್ರೀ ಪ್ರದೀಪ ಎಸ್  
ಬಿನ್ ಶ್ರೀ ಶಾಂತ  
#32/1, ವಾಟರ್ ಟ್ಯಾಂಕ್ ಎದುರು  
ಪಂಚಗವಿಮಠ, ಗೌರಿಶಂಕರನಗರ, ಮೈಸೂರು

ಪ್ರತಿ:

1. ಅಧ್ಯಕ್ಷರು, ಜಿಎಸ್‌ಎಸ್ ಮಹಾವಿದ್ಯಾಪೀಠ, ಮೈಸೂರುರವರ ಅವಗಾಹನೆಗಾಗಿ ಸಲ್ಲಿಸಿದೆ.
2. ಕಾರ್ಯದರ್ಶಿಗಳು-1, ಜಿಎಸ್‌ಎಸ್ ಮಹಾವಿದ್ಯಾಪೀಠ, ಮೈಸೂರು.
3. ನಿರ್ದೇಶಕರು, ಸಾಮಾನ್ಯ ಆಡಳಿತ ವಿಭಾಗ, ಜಿಎಸ್‌ಎಸ್ ಮಹಾವಿದ್ಯಾಪೀಠ, ಮೈಸೂರು.
4. ಕುಲಸಚಿವರು, ಜಿಎಸ್‌ಎಸ್ ಎಎಚ್‌ಇ&ಆರ್, ಮೈಸೂರು.
5. ವೈಯಕ್ತಿಕ ಕಡತ.
6. ಕಛೇರಿ ಪ್ರತಿ.



CO/HR/OL:2023/FN11309

04 Dec 2023

**Ms. BHOO MIKA S**  
**#530 OPP POLICE QUARTERS, ELWALA**  
**MYSORE**  
**KARNATAKA 571130**

**OFFER OF EMPLOYMENT**

With reference to your application and the subsequent interview, we are pleased to offer you employment in the position of "**RELATIONSHIP EXECUTIVE (SCALE II)**" in **Muthoottu Mini Financiers Ltd** at our **KAR-HINKAL branch** subject to the following terms and conditions.

The compensation package for this position as per the Annexure enclosed.

On acceptance of this offer, you will be on **Probation** for **one year** from the date of your joining in our service.


A detailed Appointment Order will be given to you at the time of joining.

This offer letter is valid for one month from the date of this letter beyond which this offer will stand cancelled.

You are advised to report to the, **Branch Head, KAR-HINKAL Branch.**

We welcome you and look forward for a long and mutual beneficial relationship.

Best Wishes,

 **Chief Administrative Officer**

Copy to: 1. Personal file

E-Copy: 1. KAR-HINKAL Branch  
2. Regional Manager: MYSORE

**Corporate Office:**  
Muthoottu Royal Towers  
Kaloor, Ernakulam  
Kerala - 682 017, India  
Tel: +91 484 2912100  
E-mail:  
info@muthoottumini.com



OPPO K10 5G



Name of the Company : Muthoottu Mini Financiers Ltd		
Compensation Package : Cost to the Company		W.E.F:DOJ
Name : Ms. BHOOMIKA S		
Designation : RELATIONSHIP EXECUTIVE (SCALE II)		Branch/Office: KAR-HINKAL
<b>Fixed Pay</b>	<b>Rupees/Month</b>	<b>Rupees/Annum</b>
i. Basic	7500	90000
ii. HRA	1500	18000
iii. Special Allowance	4500	54000
<b>Total Fixed Pay</b>	<b>13500</b>	<b>162000</b>
<b>II. Statutory Benefits</b>		
<b>Employer</b>		
i. Provident Fund	900	10800
ii. ESI	439	5268
<b>Total</b>	<b>1339</b>	<b>16068</b>
<b>Total Cost to the Company</b>	<b>14839</b>	<b>178068</b>

  
Chief Administrative Officer

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



ORPO K10 5G



# CLARIO.

NAGESH T S  
S/o Shanthamallappa T S, #63, Main road, opposite to Gram panchayat office,  
Terakanambi, Gundlupet Taluk, Chamarajanagar district, Karnataka State- 571123

Date: 04-May-23

Dear T,

## Letter of Offer

With reference to your application and the subsequent interview you had with us at Clario, we are pleased to extend an offer to you as **Project Analyst I**. Your appointment will be effective from the date of joining, which shall be on or before **10-Jul-23** failing which the appointment shall stand automatically withdrawn. Your initial place of posting will be at our facility in Bangalore.

Your total learning opportunity for the year is **850000/- INR** in which your annual fixed compensation will be **850000/- INR**. The details of your compensation are provided in (Annexure- I) hereto.

We wish to make your onboarding as smooth as possible. In order to ensure the same, you are required to submit the documents as detailed in Annexure II for our records and the background verification, together with the signed copy of this letter, within the stipulated time as provided below. By accepting this letter and providing the documents to us, you confirm that all the information and documents provided by you are true and correct on the date of provision of the same, and you will notify us of any change in such information or documents within 5 (five) days of such change. Further, by acceptance of this letter you consent to the use and disclosure of your information and documents by us for the purpose of undertaking background verification.

You will initially be on probation for a period of 6 (six) months from the actual date of your joining with us. Any significant absence will automatically extend the probation period by the length of the absence. Further, your probation period may be extended for a specified period, for reasons including, incomplete background verification due to any reason attributable to you, if the designated probation period does not allow sufficient time to thoroughly evaluate your performance, etc.

Sir/Madam,

Sub: Registration for doing Ph.D., programme - Date of Commencement of Research work - Intim

Ref: Counselling attended by the candidate for July 2022 session.

\*\*\*\*\*

With reference to the above, you are provisionally registered for Ph.D., Programme as deta

Name of the Scholar	MAALYA S JAYAN
Registration No.	22211174012011
Discipline	English
Gender & Community	Female & BC
Nationality	Indian
PWD Status	Not Applicable
Admission Based On	PG
Mode	FULL TIME
Research Centre	Rani Anna Government College for Women, I
Name of the Supervisor with Address	Dr. T. Mangayarkarasi, Assistant Professor Department of English, Rani Anna Government Col 627008 Mobile No. : 9791225574, Email ID : tmangai09@g
Name of the Co-Supervisor with Address	NIL
Doctoral Committee Members	<ol style="list-style-type: none"><li>1. DR R SELVI, ASSOCIATE PROFESSOR OF ENGLIS PERUMALPURAM, TN-7, Mobile No. : 9842172094, Email ID : selviarul09@</li><li>2. DR B BENESON THILAGAR CHRISTE DOSS, ASSI JOHN'S COLLEGE, PALAYAMKOTTAI, TN -2 Mobile No. : 9366700261, Email ID : godisgood1</li></ol>
Proposed Title	A Post Colonial Reading of Amitav Ghosh's Fiction
Date of Commencement	13.12.2022 (Fees: Rs. 9000 , Pay ID: 163930

ASSISTANT

SUPERINTENDENT

ASSISTANT REGISTRAR

Copy To : Supervisor, Co-Supervisor (if applicable) / Research Centre / Doctoral Committee Members



Dear Sindhu,

Following on from our recent discussion, I am delighted to confirm our offer to you with ICON Clinical Research Ltd

Position Offered: Project Associate

Based: India, Bangalore- Office based role

Salary: 340,000.00 INR

Type: Permanent

Start Date: 01 August 2022

Your detailed offer will be shared in your final employment contract that you will receive shortly.

In your new role with us, you will have the opportunity to help our customers accelerate the development of drugs and devices that help save lives and improve the quality of lives around the world. Our Own It culture and core values, Integrity, Collaboration, Agility, and Inclusion are shared across the company.

Upon Workday acceptance, you will receive an email from our third party background verification company, HireRight, asking you to follow a link to enter your information to start your debarment and background check. Please complete this request within 24 hours of receipt, delay completing this may affect your start date.

We hope that you are pleased to receive our offer of employment, please confirm by accepting the check box in Workday to formally accept and complete your personal information (including your contact details) and submit. Please ensure your Legal Name & Address is correct. If you need to update, please click on Update Contact Information from your Candidate Home Page on your Workday Profile. As soon as I receive this, a formal contract of employment offer letter will be sent to you.

We look forward to welcoming you aboard and in the meantime, if you have any questions, please do not hesitate to contact me via email or by phone. We look forward to welcoming you to the ICON family.

Congratulations!

[Karthiga / Ushbaral]

REF:HRD/OFF/LETTER/10

**Offer Letter**

**Sharavana P**

81, Palanimedu, Doddalathuru Post, kollegala taluk, Chamrajnagar

Dear Mr. Sharavana ,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist for Quality Control in our organization at a CTC of Rs. 430000.00 (Rupees Four Lakh Thirty Thousand Rupees zero Paise only).

the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

**Kindly report to Bommasandra Unit along with following documents(Photocopy and Originals):**

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs -6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof -Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Yours faithfully,  
For, Anthem Biosciences Pvt Ltd

AUTHORISED SIGNATORY



19-20

REF:HRD/OFF LETTER/10

Offer Letter

Suresh Y

Chamarajanagar

Dear Mr. Suresh,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Quality Control in our organization at a CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 04/04/2022 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents (Photocopy and Originals):

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs - 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof - Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Yours faithfully,  
For, Anthem Biosciences Pvt Ltd

AUTHORISED SIGNATORY

19-20

REF HRD/OFF/LETTER/10

**Offer Letter**

**Ashwath U L**

**Chamarajanagar**

Dear Mr. Ashwath,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Quality Control in our organization at a CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).

The current offered position will be for Harohalli Unit, as you are expected to join duty on 02/03/2022 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

**Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):**

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs – 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,  
For, Anthem Biosciences Pvt Ltd

AUTHORISED SIGNATORY

19-20

REF:HRD/OFF LETTER/10

**Offer Letter**

**Manju Prasad M N**

Nanjangud

Dear Mr. Manju Prasad,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Quality Control in our organization at a CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).

The current offered position will be for Harohalli Unit, as you are expected to join duty on 01/02/2022 beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents (Photocopy and Originals):

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs – 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Yours faithfully,  
For, Anthem Biosciences Pvt Ltd

AUTHORIZED SIGNATORY

19-20

Date: 15/03/2022

Appointment Advice



To:  
Mr. Bharath S.  
S/o. Shivaswamy  
Kajjithundi Village  
Hosamalangi Post  
T. Narasipura Taluk,  
Mysore District -571124

Dear Mr. Bharath S,

Thank you for meeting us to pursue an employment opportunity with us.  
Based on your Biodata and the interview you had with us, we are pleased to make an offer of appointment as Trainee Chemist in our QA/QC Department for the remuneration as offered and agreed by us.

Your Training period is one year from the date of joining. You will be paid all inclusive CTC of rupees 1,68,000/- (One Lakh Sixty-Eight Thousand only) per annum.

Needless to mention, that it is very confidential and should not be disclosed/shared with anyone other than your family. The management reserves the right to bifurcate or merge the allowances in basic salary. While this offer of appointment is being made from HRD (Department), the management reserves the right to utilize your services in any department or any of our group companies, located elsewhere in India or abroad, either existence or which may come into existence. Your place of posting will be at factory at the following address:

Shree Gluco Biotech Pvt Ltd.  
Thayur Gate, Gejjiganahalli Village, T. Narsipura Road to Nanjangud Road,  
Nanjangud, Mysore District 571129, Karnataka

This appointment offer is subject to:

The information provided by you your Bio-data and interview should be correct and valid.

This appointment is valid from the date of your joining which should not be later than 04/04/2022.

Your formal appointment letter will be issued at the time of your joining. In the meantime, we request your confirmation of acceptance of this offer by returning us a signed copy of this letter.

Please bring the following documents at the time of your joining:

1. Original and photocopies of all your certificates, matriculation onward (including experience certificates)
2. Relieving certificate from your last employer
3. Proof of your last salary
4. Two Passport size colour photographs
5. Medical fitness certificate from registered Medical Practitioner as per the enclosed Performa.

We look forward to your joining our Organization at the earliest.

Thanking you,  
For ShreeGluco Biotech Pvt Ltd.

B. A. Srinath  
Managing Director

ShreeGluco Biotech Pvt. Ltd.

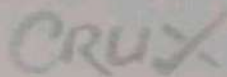
Regd. & Admin Off: No-36/2, Sri Suttur Temple Street, Near Southend Circle, Basavanagudi, Bangalore - 560004  
Factory: Thayur Gate, T. Narasipura to Nanjangud Road, Nanjangud Taluk, Mysore District, Karnataka - 571 129.

☎ 080 - 2657 2327 | 4128 3791 | 4128 8449 ☎ 080 - 4128 3987

✉ info@shreegluco.com 🌐 www.shreegluco.com

www.shreegluco.com





HR SOLUTIONS \* BPO SOLUTIONS \* BUSINESS CONSULTANCY \* TRAINING SOLUTIONS

Date: 18/06/2022

Basavaraju.B.M  
QC  
Bysanahalli, Bysanahalli post, Chitradurga Taluka & District - 577754  
A113240258  
email id basavarajubysanahalli@gmail.com

Dear Basavaraju.B.M

With reference to your application and subsequent interview with us, we have pleasure in offering you an appointment on the following terms and conditions with effect from 20/07/2022.

1. Designation & Place of work - You will be designated as "Jr Officer" - QC and assigned to work on Project with our client, Hetero Labs Limited Venigal, HLL.
2. Basic Salary - You will be paid a basic salary of Rs. 6500/- per month.
3. House Rent Allowance - You will be paid HRA of Rs. 3400/- per month.
4. Conveyance Allowance - You will be reimbursed an amount of Rs. 3400/- per month.
5. Other Allowance - You will be entitled to an amount of Rs. 1700/- per month other allowance.
6. You are eligible for Provident Fund & ESIC in accordance with the existing statutes and the rules and regulations of the Company.
7. The rules and regulations of the client organization will govern you and you shall abide by it.
8. The firm reserves the right to terminate your services on giving you a notice of Three month's payment in lieu thereof. Similarly, you shall be at liberty to resign from services after giving three months notice in writing in lieu thereof.



CRUX MANAGEMENT SERVICES (P) LTD.

# 410 Life Style Building 4<sup>th</sup> Floor,  
M. Home Tycoon, Kundanbagh,  
Begumpet, Hyderabad - 500 016  
Phone: 040 2349 0339  
email: mshredding@cruxmanagement.com  
email: crux\_back2nd@gmail.com





Advinus

11<sup>th</sup> Jan' 2022

To,

Mr. Harish,

Dear Harish,

We are pleased to offer you the position of **Associate Research Scientist** in the **Safety Assessment Department** of our organization based in Bangalore. This offer is based on the terms & conditions mutually agreed to and accepted by e-mail of Jan' 2022. A formal appointment letter will be issued to you on the day of reporting on duty.

In your capacity, as **Associate Research Scientist** you will be reporting to the Principal Scientist. You are required to join us on or before **19<sup>th</sup> January'22**.

This offer will be subject to the standard terms and conditions of employment with the Company and also will be governed by the policies, rules and guidelines of the Company. You will also be required to sign and agree to be bound by the Employee Non-disclosure and Non-solicitation Agreement when you join the employment of the Company.

Please send the acceptance copy of this Letter of Offer duly signed within seven working days of its receipt. Non- receipt of the duly signed acceptance copy by us within the stipulated date will be presumed that you are not interested in this offer and the same shall stand cancelled with immediate effect.


The following documents are required to be produced at the time of joining.

1. Proof of Age – Birth Certificate from appropriate Government Authority or Matriculation Certificate issued by appropriate Examination Board.
2. Proof of Academic Qualification
3. Relieving Letter from previous employers (wherever applicable)
4. Three latest passport size photographs with white background
5. Copy of PAN Card
6. UAN No. (PF)
7. Copy of Aadhar Card

Moreover, this offer letter is issued on the understanding that the information provided by you is correct and true. If at any time, it is found that the information provided by you is not correct or true or has been deliberately suppressed, the Company reserves the right to withdraw this offer.

We welcome you to the Advinus family and look forward to a mutually beneficial and purposeful association.

For Eurofins Advinus Ltd

  
Sheeba R  
Manager - Human Resources

I have read and understood the terms and conditions and am happy to accept the employment on the said terms and conditions. I will join Advinus on or before 17<sup>th</sup> January 22

January 14, 2022

**LETTER OF APPOINTMENT – REMOTE EMPLOYMENT**

Ms. Charitha Sumeet  
#28, 5th A Main,  
KR road, Near Obalappa Gardens,  
Bangalore - 560070

Dear Ms. Charitha Sumeet,

Molecular Connections Private Limited (the "**Company**"), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

**I. COMMENCEMENT OF EMPLOYMENT**

- 1.1 You will be employed by the Company on remote working basis (REMOTE EMPLOYEE) in the position of **Scientific Analyst- Trainee** subject to the terms and conditions set forth in this Appointment Letter ("**Letter**"). Your employment with the Company shall commence from **January 17, 2022** and be valid until terminated in accordance with the terms set forth in this Letter (the "**Employment Period**").
- 1.2 Your appointment as a REMOTE EMPLOYEE of the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

MOLECULAR CONNECTIONS PVT. LTD.

Regd. office - # 2/2, Kandala Mansion, Kariappa Road (South Cross Road), Basavanagudi, Bangalore – 560 004.  
Ph.: 080 4120 5016 | Email: info@molecularconnections.com | www.molecularconnections.com



## Offer Letter

Date : Tuesday, August 22, 2023

Dear **Madhura Madhura**,

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

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

Your date of joining at BYJU'S is **Wednesday, September 6, 2023**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to **Wednesday, September 6, 2023**, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

### Position Details and Compensation Overview

Designation	Faculty - Maths
Department	Academics - BTC
Employment Type	Regular
Work Location	BTC, #22-26/B11, Chanukya layout, Opposite Manyata Tech Park, Nagavara, Arabic College Post, Bangalore 560045

**Fixed Compensation:** ₹ 460000  
**Variable Compensation:** ₹ 34000  
**Total Annual Cost to Company:** ₹ 494000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Wednesday, September 6, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

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

Best Regards,





## Offer Letter

Date : Thursday, February 3, 2022.

Dear **Prajwala Jayadev**,

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

It gives us immense pleasure to formalize your offer and appointment for the position of **Maths - Faculty** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Academics (51000008)** department subject to your acceptance of the terms of employment mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Friday, March 4, 2022**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to Friday, March 4, 2022, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

### Position Details and Compensation Overview

Designation	Maths - Faculty
Department	Academics (51000008)
Employment Type	Regular
Work Location	Mysore

**Fixed Compensation:** ₹ 420000  
**Variable Compensation:** ₹ 50000  
**Total Annual Cost to Company:** ₹ 470000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Friday, March 4, 2022, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of this letter by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

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

Best Regards,



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

Prajwala Jayadev (Feb 28, 2022 19:45 GMT+5.5)





JSS MAHAVIDYAPEETHA  
**JSS COLLEGE OF ARTS, COMMERCE & SCIENCE**


(An Autonomous College of University of Mysore)  
Re-accredited by NAAC with 'A' grade  
Recognised by USC as "College with Potential for Excellence"  
OOTY ROAD, MYSORE - 570 025, KARNATAKA



☎ 0821-2548236 & 2548380 Fax: 0821-2548238 E-mail: [jssautonomous@gmail.com](mailto:jssautonomous@gmail.com)

**To whomsoever it may  
concern**

This is to certify that, following Identification cards are issued by the employers of the respective candidates and they were students of our college during the academic year 2018-19 and 2019-20.

  
**PRINCIPAL**  
JSS College of Arts, Commerce & Science  
Ooty Road, MYSURU-25





Proactive, Positive,  
Productive

## NANDI INSTITUTE OF MANAGEMENT & SCIENCE

Raghavendra Colony, 2nd Stage, Patel Nagar, BALLARI.



Name : **Mubashira Khaleel**

Desig. : Asst. Professor

Blood : B +ve

Dept. : B.Sc., Botany

DOJ : 07-11-2022

*Mubashira Khaleel*  
Principal