



# **LITTLE FLOWER COLLEGE**

Affiliated to The University of Calicut

## **CRITERION 2 - TEACHING-LEARNING AND EVALUATION**

### **2.6.2: Attainment of Programme and Course outcomes**

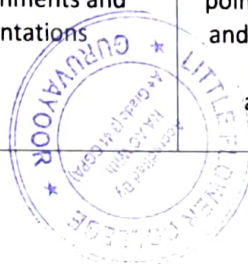


# **ANNUAL QUALITY ASSURANCE REPORT 2021-2022**



## 2.6.2. Attainment of Programme & Course outcomes evaluated by the institution

Program me outcomes	Attainment of Programme outcomes	Methods of evaluating Programme/ Course outcomes by the institution	Inference
Critical Thinking	Take effective steps after identifying the assumptions that frame our thinking and actions, checking out the degree to which these assumptions are accurate and valid, looking at our ideas and decisions (intellectual, organizational, and personal) from different perspectives	Examinations, Quarterly Examinations	Excellent academic performance, A+ and University ranks
		Quiz Competitions	Excellent Performance and Prize winning positions
		Debate competitions	Relevant social issues and inculcated the quality of social commitment
		Literary Competitions	Creative writing /Content writing
		Research projects	Arriving at scientific conclusions through interpretations of results
Problem Solving skill	Understand and tackle the issues of relevance to society to meet the specified needs using the knowledge, skills and attitudes acquired from humanities/ sciences/mathematics/social sciences	Skill based certificate/add on courses conducted by many departments	Acquiring specific skill which is extended to meet the needs of the society
		Digital learning & Knowledge sharing	Extended support to enhance their online learning
Effective Communication skill	Speak, read, write and listen clearly in person and through electronic media in English and in one Indian language, and	Give class wise seminars and assignments and presentations	Able to take power point presentations and Class seminars and submit assignments



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	make meaning of the world by connecting people, ideas, books, media and technology.		
		Language labs	Excellence in phonetics
		Studio & recording facilities	Making Documentary & short film
		Extension activities of Clubs/cells of the department	Connect with the society
Effective Citizenship	Demonstrate empathetic social concern and equity-centered national development, and the ability to act with an informed awareness of issues and participate in civic life through volunteering	College Social service day related activities	Active participation and raising funds for charity and extending their mental support to them
		Extension activities of Departments and Conducting visits to neighbouring rehabilitation centres, Visiting marginalized community, Orphanages etc.	Active participation, showing empathy and financial assistance for the inmates
Environment conservation and Sustainability	Understand the issues of environmental contexts and sustainable development	Environment and Biodiversity Conservation issues	Observation of Environment day by different activities
			Maintaining Butter fly garden, Botanical garden and Vegetable garden in the campus
			Preparation of Bio Diversity Register
Self-Directional Skill	The ability to engage in independent and life-long learning in the socio-technological changes of the pandemic era	Awareness classes/ Seminars/Workshops/Value Education Programmes/Placements cells ,Career Guidance Seminars' Woman Cell activities/ Driving Classes/ Yoga Training ,Civil Service Coaching/ Certificate Courses	Job Placements and Entrepreneurship
			Progression and enrichment to Postgraduate / Research Programmes



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**UNIVERSITY OF CALICUT**  
(Pareeksha Bhavan)  
**CBCSS -AT SERIES**  
**PROVISIONAL POSITION LIST-2019-2022 BATCH-B.SC/BCA**

No. 129502/ES-II-ASST-III/2022/PB

Dated, 19.10.2022

<b>B.Sc APPLIED PHYSICS</b>						
Sl No	POSITION	Name & Reg No:	Name of College	CGPA	GRADE	PASS YEAR
1	1	GOPIKA MOHAN (CRATSAP015)	CARMEL COLLEGE, MALA	8.558	A+	04/2022
2	2	ATHIRA MANOJ (CRATSAP003)	CARMEL COLLEGE, MALA	8.008	A+	04/2022
3	3	SWATHI N S (CRATSAP012)	CARMEL COLLEGE, MALA	7.958	A+	04/2022
4	4	ANANYA ROSHAN P (KKATSAP011)	K.K.T.M.GOV.T.COLLEGE,PULLUT	7.933	A+	04/2022
5	5	ANUPRIYA K M (KKATSAP002)	K.K.T.M.GOV.T.COLLEGE,PULLUT	7.825	A+	04/2022
6	6	NANDANA PRASANNAN C P (CRATSAP007)	CARMEL COLLEGE, MALA	7.492	A+	04/2022
7	7	SREELEKHA MOHANDAS (KKATSAP018)	K.K.T.M.GOV.T.COLLEGE,PULLUT	7.483	A+	04/2022
8	8	SARANYA N B (CRATSAP008)	CARMEL COLLEGE, MALA	7.2	A+	04/2022
9	9	ATHIRA BABU (CRATSAP002)	CARMEL COLLEGE, MALA	7.167	A+	04/2022
10	10	STEMIL SEBASTIAN (CRATSAP011)	CARMEL COLLEGE, MALA	7.108	A+	04/2022



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B.Sc COMPUTER SCIENCE						
Sl No	POSITION	Name & Reg No:	Name of College	CGPA	GRADE	PASS YEAR
1	1	SWEABA VAKKAYIL SEABAN (LFATSCS029)	LITTLE FLOWER COLLEGE, GURUVAYOOR	9.5	A+	04/2022
2	2	RANIA ZAHRA (PWATSCS014)	PROVIDENCE WOMEN'S COLLEGE ,MALAPARAMBA	8.9	A+	04/2022
3	3	SARANYA DAS K (LFATSCS025)	LITTLE FLOWER COLLEGE, GURUVAYOOR	8.85	A+	04/2022
4	4	DRUSYA KRISHNAKUMAR (KRATSCS008)	SNES KALYANI COLLEGE , KARIMPUZHA	8.783	A+	04/2022
5	5	ADEEBA K (MEATSCS001)	SULLAMUSSALAM SCIENCE COLLEGE ,AREAKODE	8.733	A+	04/2022
6	6	VAISAK T K (OTATSCS014)	NSS COLLEGE ,OTTAPPALAM	8.658	A+	04/2022
7	7	SNEHA E S (CBATSCS005)	COLLEGE OF APPLIED SCIENCES,AGALI	8.617	A+	04/2022
8	8	SHARON SUNNY (EKATSCS007)	SAHRDAYA COLLEGE OF ADVANCED STUDIES,KODAKARA	8.592	A+	04/2022
9	9	MEGHA K V (PWATSCS009)	PROVIDENCE WOMEN'S COLLEGE ,MALAPARAMBA	8.567	A+	04/2022
10	10	AKASH K (OTATSCS005)	NSS COLLEGE ,OTTAPPALAM	8.55	A+	04/2022



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B.Sc MATHEMATICS						
Sl No	POSITION	Name & Reg No:	Name of College	CGPA	GRADE	PASS YEAR
1	1	POORNIMA V (MYATSMT006)	MERCY COLLEGE, PALAKKAD	9.75	A+	04/2022
2	2	ANUSREE S B (GAATSMT004)	GOVT. ARTS & SCIENCE COLLEGE, CALICUT	9.6	A+	04/2022
3	2	TOJISHA TOMY (SMATSMT019)	ST.MARY'S COLLEGE, SULTHAN BATHERY	9.6	A+	04/2022
4	3	R AISWARIYA (MYATSMT024)	MERCY COLLEGE, PALAKKAD	9.583	A+	04/2022
5	4	SWATHI S (CHATSMT024)	GOVERNMENT COLLEGE, CHITTUR	9.575	A+	04/2022
6	5	AARSHA BIJU (KIATSMT027)	MES KALLADI COLLEGE, MANNARKKAD	9.558	A+	04/2022
7	6	VANDANA P (LFATSMT032)	LITTLE FLOWER COLLEGE, GURUVAYOOR	9.55	A+	04/2022
8	7	ADITHYA MANI P (PWATSMT003)	PROVIDENCE WOMEN'S COLLEGE ,MALAPARAMBA	9.5	A+	04/2022
9	8	NUDRA ZAINAB P (PMATSMT011)	POCKER SAHIB MEMORIAL( PSMO) COLLEGE, THIRURANGADI	9.475	A+	04/2022
10	8	APARNA M A (SGATSMT002)	SREE KRISHNA COLLEGE, GURUVAYUR,ARIYANNUR	9.475	A+	04/2022
11	9	ABHIJAYA V V (PWATSMT002)	PROVIDENCE WOMEN'S COLLEGE ,MALAPARAMBA	9.45	A+	04/2022
12	9	MEGHA MOHAN M (VPATSMT044)	GOVERNMENT VICTORIA COLLEGE, PALAKKAD	9.45	A+	04/2022
13	10	SNEHA H (MYATSMT036)	MERCY COLLEGE, PALAKKAD	9.442	A+	04/2022



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# *Congratulations*

**VANDANA P**



**6TH POSITION  
B.Sc. MATHEMATICS (2019-22 BATCH)**

**POST GRADUATE DEPARTMENT OF MATHEMATICS  
LITTLE FLOWER COLLEGE GURUVAYOOR**

*Valsa. D.A.*

\*Based on the provisional Position list published by University of Calicut



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# Little Flower College Guruvayoor

## Department of Computer Science

BSc Computer Science 2019-2022

### Calicut University Rank Holders



Sweaba Vakkayil Seaban

**1<sup>st</sup> Rank**

(9.50 CGPA, O Grade)



Saranya Das K

**3<sup>rd</sup> Rank**

(8.85 CGPA, A+ Grade)

CONGRATULATIONS

Based on Calicut University Provisional Rank List

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DEPARTMENT OF ZOOLOGY  
LITTLE FLOWER COLLEGE, GURUVAYOOR  
**RANK HOLDERS 2022**

M.Sc Zoology



**AISWARYA K**  
**RANK 2**



**ANAGHA K T**  
**RANK 5**

CONGRATULATIONS!



# Congratulations



**SAHALA UMMER**  
**4th RANK**

**M.Sc. Mathematics (2020-22)**

**Post Graduate Dept.of Mathematics**  
**Little Flower College Guruvayoor**

\* Based on the Provisional Position list published by  
the University of Calicut

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# LITTLE FLOWER COLLEGE, GURUVAYOOR

## DEPARTMENT OF MULTIMEDIA CALICUT UNIVERSITY RANK HOLDERS 2020-22 MA MULTIMEDIA



**Rank 1**  
**AESHA ALIYA**  
**FADEL**



**Rank 2**  
**SR STIVLY CLARA**  
**JOHN**



**Rank 5**  
**HARITHA**  
**HARILAL**



**Rank 5**  
**LAKSHMI M S**



**Rank 6**  
**HARSHA C**  
**RAJAN**



**Rank 6**  
**CHITHRA K S**



**Rank 6**  
**LIRIYA KURIAN**



**Rank 8**  
**BONITA JOSE**

**Congratulations!**

*Valsa M.A.*  
Principal





## LETTER OF OFFER

**Nivya Shery P**

15<sup>th</sup> May, 2022

D/o Shery P C  
Pulikkittil House  
Thaikkad p.o  
Guruvayoor, Thrissur

**RE: Letter of offer of employment**

Dear Nivya Shery P,

We are pleased to offer you employment at **Motion Web Hosting**. We feel that your skills and background will be valuable assets to our team. As per our discussion, the position is **Content Writer**. Your starting date will be **23<sup>rd</sup> May, 2022**.

If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.

We look forward to welcoming you as a new employee at **Motion Web Hosting**.

Sincerely,


**Joel K K**  
**Manager: HR & Admin**  
**Motion Web Hosting**

I hereby agree to and accept the terms of employment as per the policies of establishment and shall report for duty on the 23-05-2022

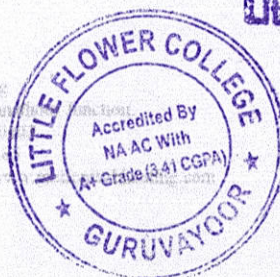
Signature: Nivya

Name: Nivya Shery P

Date: 20-05-2022

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**Guruvayoor**





7/20/22, 12:35 PM

Gmail - Infosys Campus Recruitment Program: Congratulations, you have a job offer

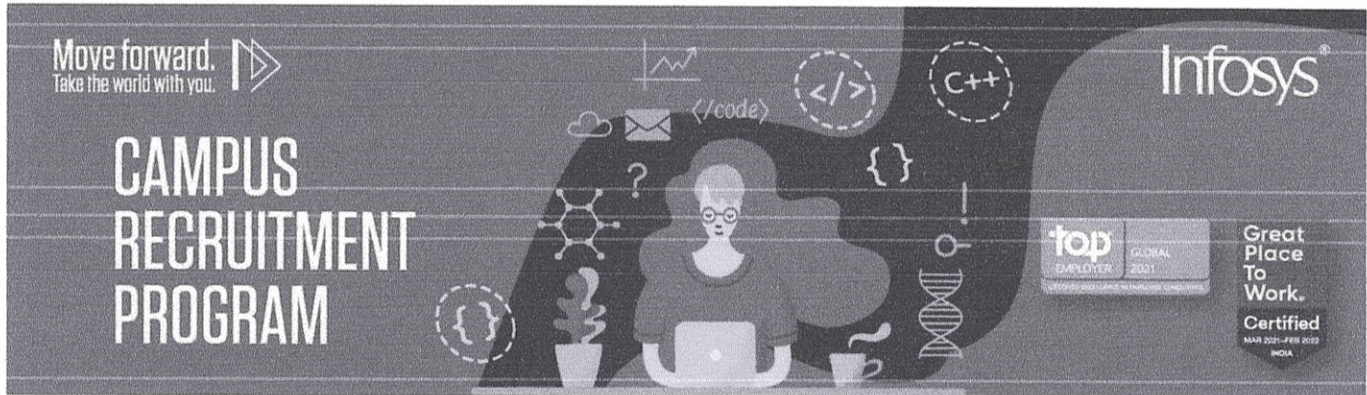


Anjana Ajithkumar <anjana.ajith121@gmail.com>

## Infosys Campus Recruitment Program: Congratulations, you have a job offer

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

17 June 2022 at 22:47



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for Systems Associate role.** The compensation for this role is INR 2.2 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

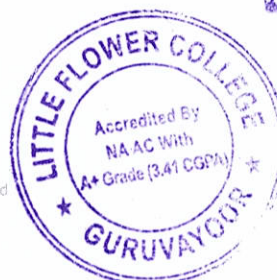
In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition  
Infosys

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Guruvayoor



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218862953/Trivandrum**  
**Date: 03/02/2022**

Ms. Anjal Ca  
Chiriyankandath House P.O Kanjani,  
Kanjani,  
Thrissur-680612,  
Kerala.  
Tel# 91-9847143176

Dear Anjal Ca,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**COMPENSATION AND BENEFITS**

**BASIC SALARY**

You will be eligible for a basic salary of **₹7,950/-** per month.

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**Tata Consultancy Services Limited**

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

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



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Guruvayoor





## **BOUQUET OF BENEFITS (BoB)**

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

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

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

Your HRA will be ₹3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

### **2. Leave Travel Allowance**

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

### **3. Personal Allowance**

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

### **4. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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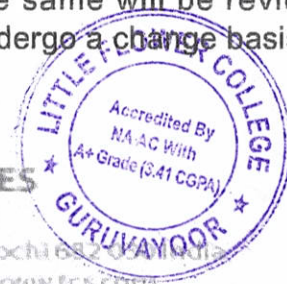
**Tata Consultancy Services Limited**

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





This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

#### **1. Basic Cover**

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

#### **2. Higher Hospitalisation**

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

### **Loans**

You will be eligible for loans, as per TCSL's loan policy.

### **Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)**

You will become a member of the TWT, on completion of continuous association of one year

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from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

### **Professional Memberships**

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

### **RETIRALS**

#### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

#### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

### **TERMS AND CONDITIONS**

#### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

#### **2. Training Period**

You will be required to undergo class room and on the job training in the first twelve

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months (including the TCS Xperience Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **3. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **4. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **5. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **6. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **7. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

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## 8. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 9. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

## 10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## 11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

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Tata Consultancy Services Limited

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

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

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

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





This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## **12. Terms and Conditions**

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

## **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

## **14. Notice Period**

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

## **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

## **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum

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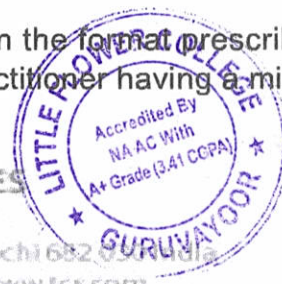
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qualification of MBBS to the Induction Coordinator.

### 17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

### 18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

### 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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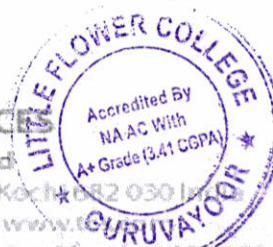
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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## 21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## 22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you, and the changes therein from

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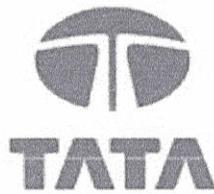
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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

### **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

### **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

- Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xperience Centres  
Annexure 3: Confidentiality and IP Terms

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TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)







## GROSS SALARY SHEET

Annexure 1

Name	Anjal Ca
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,500	18,000
<b>3) Annual Components/Retirals</b>		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
<b>TOTAL GROSS</b>	<b>15,129</b>	<b>1,90,926</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
<b>GROSS BOUQUET OF BENEFITS</b>	<b>4,343</b>	<b>52,110</b>

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## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
<b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus , Kariyavattom P.O. Trivandrum - 695581, India	







## Annexure 3

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.





## 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## 3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.







#### 4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### 5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### 6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### 7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.





(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

#### **8. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **9. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.







## 10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## 11. General

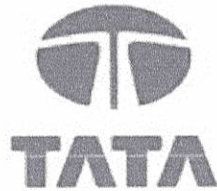
(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.





(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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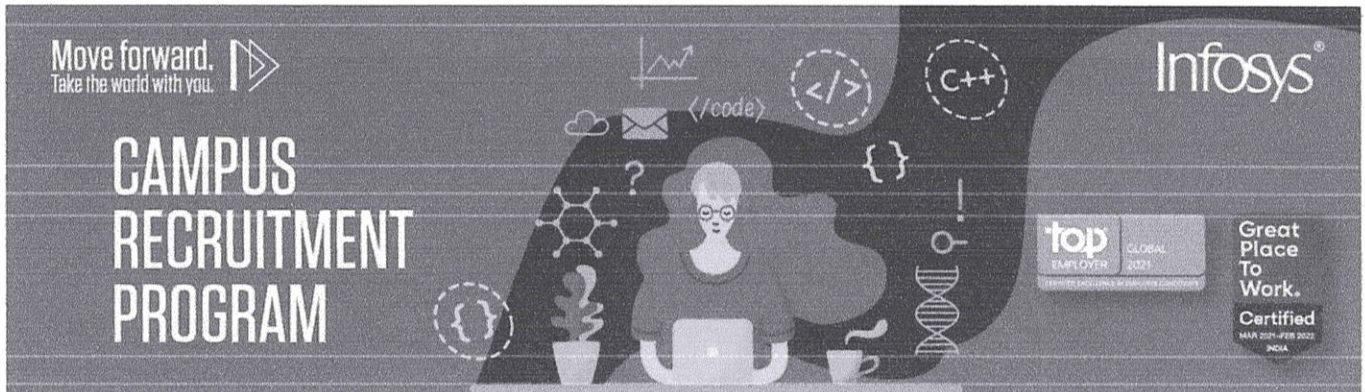
Rosemit MJ &lt;rosemitrose@gmail.com&gt;

**Infosys Campus Recruitment Program: Congratulations, you have a job offer**

1 message

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Fri, Jun 17, 2022 at 10:47 PM



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for Systems Associate role.** The compensation for this role is INR 2.2 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218863192/Trivandrum**  
**Date: 10/02/2022**

Ms. Rosemit Mj  
Mangan House P.O ManalurThindat Road,  
Manalur Fort,  
Thrissur-680617,  
Kerala.  
Tel# 91-9446622533

Dear Rosemit Mj,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check. *Valso.M.A.*

Principal

Little Flower College  
Guruvayoor

**COMPENSATION AND BENEFITS**

**BASIC SALARY**

You will be eligible for a basic salary of **₹7,950/-** per month.

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Tata Consultancy Services Limited

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

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

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

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







## **BOUQUET OF BENEFITS (BoB)**

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

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

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

Your HRA will be ₹3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

### **2. Leave Travel Allowance**

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

### **3. Personal Allowance**

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

### **4. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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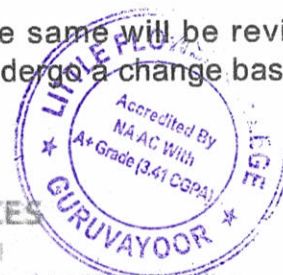
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This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

#### **1. Basic Cover**

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

#### **2. Higher Hospitalisation**

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

### **Loans**

You will be eligible for loans, as per TCSL's loan policy.

### **Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)**

You will become a member of the TWT, on completion of continuous association of one year

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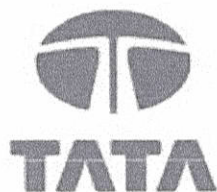
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from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

### **Professional Memberships**

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

### **RETIRALS**

#### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

#### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

### **TERMS AND CONDITIONS**

#### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

#### **2. Training Period**

You will be required to undergo class room and on the job training in the first twelve

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months (including the TCS Xperience Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **3. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **4. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **5. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **6. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **7. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

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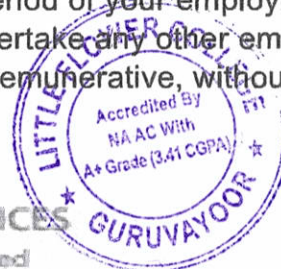
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## 8. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 9. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

## 10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## 11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

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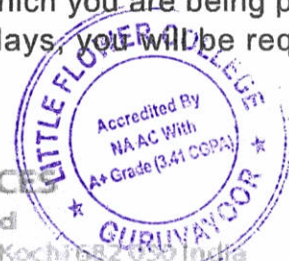
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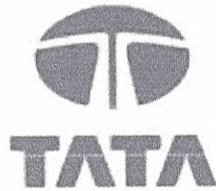
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This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## **12. Terms and Conditions**

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

## **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

## **14. Notice Period**

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

## **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

## **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum

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qualification of MBBS to the Induction Coordinator.

#### 17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

#### 18. Background Check

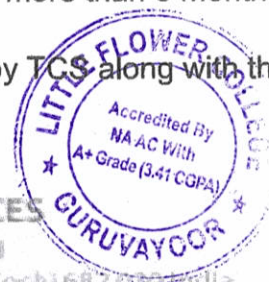
Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

#### 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

\*There is no criminal offence registered/pending against you

\*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

\*PAN Card (Permanent Account Number)

\*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

\*Passport

\*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## 21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## 22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## 23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

## 24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

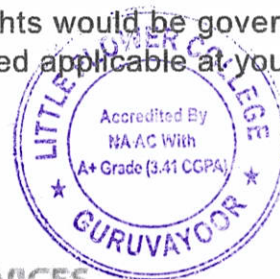
(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xperience Centres  
Annexure 3: Confidentiality and IP Terms



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## GROSS SALARY SHEET

Annexure 1

Name	Rosemit Mj
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,500	18,000
<b>3) Annual Components/Retirals</b>		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
<b>TOTAL GROSS</b>	<b>15,129</b>	<b>1,90,926</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
<b>GROSS BOUQUET OF BENEFITS</b>	<b>4,343</b>	<b>52,110</b>



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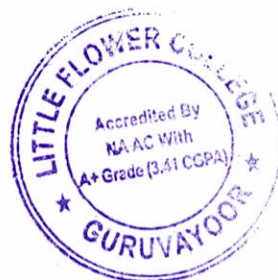
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## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
<b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	







## Annexure 3

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

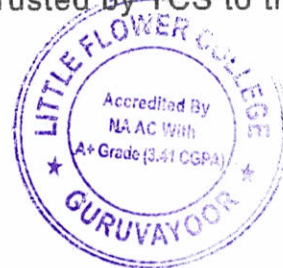
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.





## 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## 3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.







#### 4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### 5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### 6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### 7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.





(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

#### **8. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **9. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.







## 10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## 11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.





(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.







**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218803739/Trivandrum**  
**Date: 10/02/2022**

Ms. Rimsha Shamsudeen P  
Pattuparambil House,  
Iringapuram,  
Thrissur-680103,  
Kerala.  
Tel# -

Dear Rimsha Shamsudeen P,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**COMPENSATION AND BENEFITS**

**BASIC SALARY**

You will be eligible for a basic salary of **₹7,950/-** per month.

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Tata Consultancy Services Limited

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



*Valsa D.A.*  
Principal  
Little Flower College  
Guruvayoor



## **BOUQUET OF BENEFITS (BoB)**

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

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

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

Your HRA will be ₹3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

### **2. Leave Travel Allowance**

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

### **3. Personal Allowance**

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

### **4. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

#### **1. Basic Cover**

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

#### **2. Higher Hospitalisation**

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

### **Loans**

You will be eligible for loans, as per TCSL's loan policy.

### **Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)**

You will become a member of the TWT, on completion of continuous association of one year

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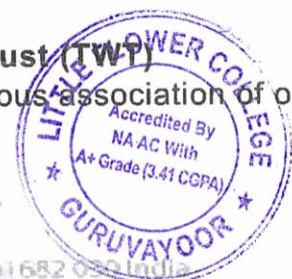
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from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

### **Professional Memberships**

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

### **RETIRALS**

#### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

#### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

### **TERMS AND CONDITIONS**

#### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

#### **2. Training Period**

You will be required to undergo class room and on the job training in the first twelve

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months (including the TCS Xperience Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **3. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **4. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **5. Compensation Structure / Salary components**

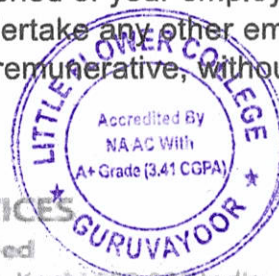
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **6. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **7. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.



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## 8. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 9. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

## 10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## 11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

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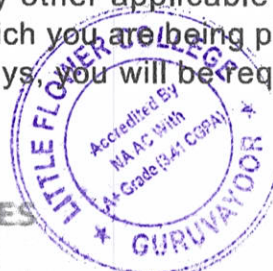
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This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## **12. Terms and Conditions**

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

## **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

## **14. Notice Period**

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

## **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

## **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum

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qualification of MBBS to the Induction Coordinator.

#### 17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

#### 18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

#### 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- \*There is no criminal offence registered/pending against you
- \*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## 21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## 22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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**TCSL/DT20218803739**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

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

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

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

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





time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

### **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

### **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.







## GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Rimsha Shamsudeen P</b>
<b>Designation</b>	<b>Graduate Trainee</b>
<b>Institute Name</b>	<b>Others</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,500	18,000
<b>3) Annual Components/Retirals</b>		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
<b>TOTAL GROSS</b>	<b>15,129</b>	<b>1,90,926</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
<b>GROSS BOUQUET OF BENEFITS</b>	<b>4,343</b>	<b>52,110</b>



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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
<b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	







## Annexure 3

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



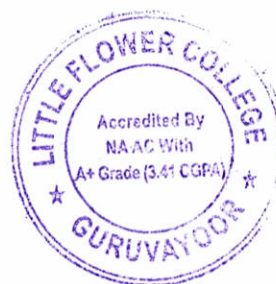


## 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## 3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.







#### 4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### 5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### 6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

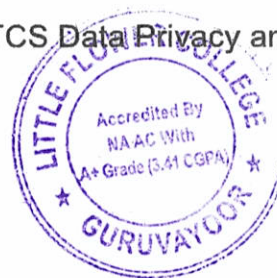
#### 7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



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



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

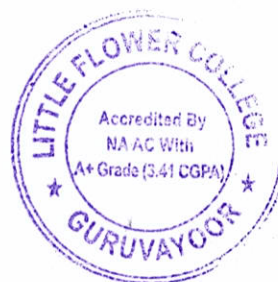
(g) will not allow anybody to share the official asset being used.

#### **8. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **9. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.







## 10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## 11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.





(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.







LITTLE FLOWER COLLEGE  
GURUVAYOOR

Hitha Paulson <hitha@littleflowercollege.edu.in>

## Fwd: Deloitte | Congratulations

1 message

Sweaba Seaban <sweabajilu@gmail.com>

Thu, Jul 28, 2022 at 8:31 AM

To: hitha@littleflowercollege.edu.in

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

From: **USI Consulting Campus** <usiconsultingcampus@deloitte.com>

Date: Tue, Mar 29, 2022, 18:57

Subject: Deloitte | Congratulations

To:

Deloitte Consulting | March, 2022

rec\_glb\_ho\_2304

## Congratulations!

## Welcome to Deloitte family!

Dear Candidate,

Congratulations on being offered a role with Deloitte Consulting. We are looking forward to have you onboard.

While we will be reaching out to you for key information/documents to release the offer, we wanted you to fill in a short survey as a part of next steps.

[Click here to take the survey](#)

*Valsa M.A.*

Principal  
Little Flower College  
Guruvayoor



Deadline to take the survey is 4 PM on April 1<sup>st</sup>, 2022.

Once we decide on the joining dates, we will be sending you an offer letter with all the details. Please note that you are required to stay at the address provided in this survey until you receive the goodies.

Please note that Aadhaar card is mandatory for all new joiners with the date of birth in the **DD/MM/YYYY format only**. Hence, request you to apply for the same in case you do not have it. (We will reach out for the same in our further steps ahead.)

Regards,

US India Campus Recruitment team



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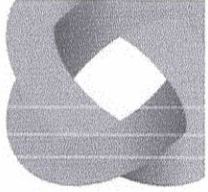


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v.E.1





1<sup>st</sup> March 2022

**Conditional Offer Letter**

Sweaba Vakkayil Seaban  
Vakkayil House,  
Muthuvattoor, Chavakkad,  
Thrissur, 680506

**Dear Sweaba,**

Further to the selection process you had with us, we are pleased to offer you an exciting career with Experion Technologies (India) Pvt. Ltd.

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your current course examinations, and you will be eligible for a **stipend of INR 12,000 per month** during the period. You will have a series of training sessions to undergo during your formal training period which will help you to perform during this period.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

The general terms and conditions of the **Employment Offer** are as follows:

1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade **A1**.
2. Your remuneration on joining Experion shall be **INR 300,000/-** (Rupees Three Lakhs only) per annum cost to the company.
3. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

We welcome you to build an exciting career with Experion!

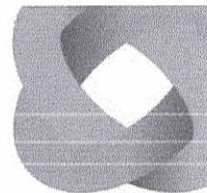
Experion Technologies (India) Pvt. Ltd.  
407, 4<sup>th</sup> Floor, Thejaswini, Technopark  
Trivandrum - 695 581, Kerala  
www.experionglobal.com

T: +91 471 3047317  
F: +91 471 3047314  
hr@experionglobal.com  
CIN: U72200KL2006PTC019336

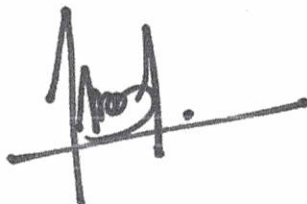


*Valsa.M.A.*  
Principal  
Little Flower College  
Guruvayoor





For Experion Technologies (I) Pvt. Ltd.,



**Jijo Joseph**  
**AGM – Human Resources**

I, \_\_\_\_\_, acknowledge that I have read, understood, and accept this Conditional Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date





April 20, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme  
Wipro Limited, Dodda Kannelli  
Sarjapur Road, Bengaluru - 560 035.  
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Sivasaba Seaban,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee - Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee - Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro" or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,  
For Wipro Limited,

Aparna Shailon



Valsar M. A.

Principal  
Little Flower College  
Guruvayoor





**Date: 18-Jan-22**

**Dear Fahana Abdul Vahab,**

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee - Technical Support**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

**TERMS AND CONDITIONS:**

1. **Gross Cost to Company:** The position includes a gross CTC of Rs. **2,50,000/-** (Rupees Two Lakh Fifty Thousand Only) per annum, before deductions, as explained further in Annexure 1.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. **2,26,000/-** (Rupees Two Lakh Twenty Six Thousand Only).
3. **Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **24,000/-** (Rupees Twenty Four Thousand Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.



*Vala D.A.*  
Principal  
Little Flower College  
Guruvayoor

**CSS Corp Private Limited**

CIN:U72900TN2000PTC115034

Regd Address : Plot No-32 A&B, 6<sup>th</sup>, 9<sup>th</sup> & 10<sup>th</sup> Floor, Ambit IT Park, Industrial Estate,  
Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com



8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
9. **Relocation:** If you are stationed outside of **Chennai**, upon you joining the Company, you will be reimbursed expenses of your relocation to **Chennai** from your current location as per the details enclosed in Annexure 1.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving 15 days notice in writing or one 15 Days of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving Thirty (30) days written notice or One (1) month gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.

**CSS Corp Private Limited**

CIN:U72900TN2000PTC115034

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Ambattur, Chennai Tel:91 44 66768000 ,www.csscorp.com







16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 23 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Non compliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and

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exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.



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We look forward to having you on board on between June to August'22. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to **campus.career@csscorp.com** before **2 business days** else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:

XXXXX

Date

For CSS Corp Private Limited

Welcome to CSS Corp Private Limited

**P R Manikantan**

Senior Director, Campus and Institutional Alliances

1. Annexure 1 - Salary Working



**CSS Corp Private Limited**

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Salary Working			
<b>Designation: Trainee - Technical Support</b>		<b>Grade:</b>	<b>JL 1 B</b>
Guaranteed Compensation	Explanatory Notes	Monthly	Annual
Basic Pay	30% of TGC	5,960	71,520
House Rent Allowance	50% of Basic Pay	2,980	35,760
Statutory Bonus	As per the Act	1,192	14,304
Special Allowance*	Balancing Component	7,131	85,566
Statutory Component			
Provident Fund (Employer Contribution)	As per the Act	1,571	18,850
<b>Total Guaranteed Compensation (TGC)</b>		<b>18,833</b>	<b>2,26,000</b>
Variable Component			
<b>Variable Performance Pay**</b>			<b>24,000</b>
<b>Gross Cost to Company (CTC)</b>			<b>2,50,000</b>
Insurance Benefits			
Personal Accident Disability Insurance Cover			7,50,000
Personal Accident Death Insurance Cover			15,00,000
Group Term Life Insurance Cover			15,00,000
Employee Deposit Link Insurance Cover			7,05,000
Hospitalization Insurance for self (spouse & 2 dependent children)			2,00,000
Gratuity as per prevailing rules			
Leave Encashment upon exit up to 60 days Basic			
Explanatory Notes			
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution			
*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.			
** All variable payments are eligible to be paid only if on rolls as on date of payment. VPP is payable on a monthly basis as per company policy.			







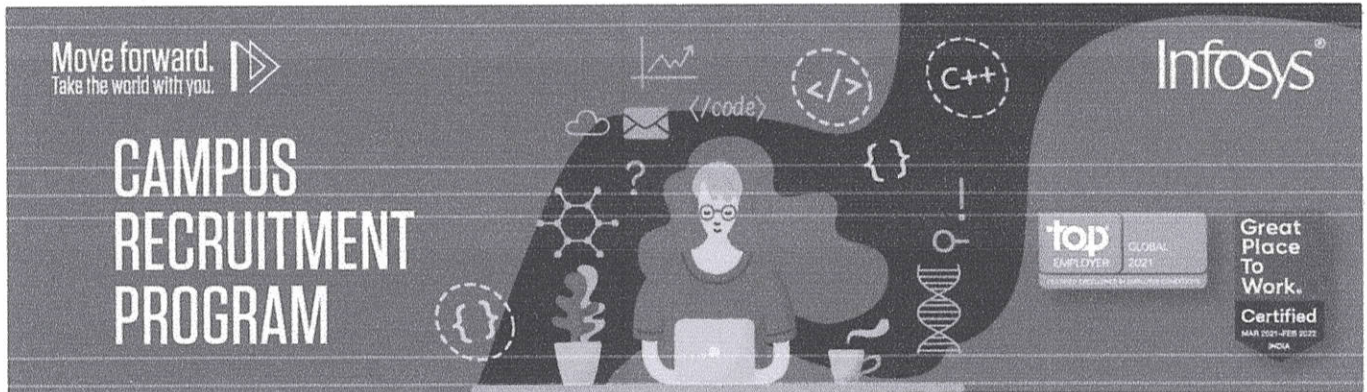
Fahana Abdul Vahab &lt;ayshafahana999@gmail.com&gt;

**Infosys Campus Recruitment Program: Congratulations, you have a job offer**

1 message

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Fri, Jun 17, 2022 at 10:47 PM



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for Systems Associate role.** The compensation for this role is INR 2.2 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys



*Vahab A.*  
Principal  
Little Flower College  
Guruvayoor

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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218750945/Trivandrum**  
**Date: 03/02/2022**

Ms. Aiswarya C R  
Charuppadikkal House Annaikkal,  
Cheeramkulam Temple,  
Thrissur-680517,  
Kerala.  
Tel# 91-9048569894

Dear Aiswarya C R,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

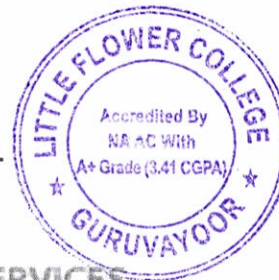
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**COMPENSATION AND BENEFITS**

**BASIC SALARY**

You will be eligible for a basic salary of **₹7,950/-** per month.



*Valsa M.A.*  
Principal  
Little Flower College,  
Guruvayoor

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**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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## **BOUQUET OF BENEFITS (BoB)**

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

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

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

Your HRA will be ₹3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

### **2. Leave Travel Allowance**

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

### **3. Personal Allowance**

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

### **4. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

#### **1. Basic Cover**

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

#### **2. Higher Hospitalisation**

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

### **Loans**

You will be eligible for loans, as per TCSL's loan policy.

### **Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)**

You will become a member of the TWT, on completion of continuous association of one year

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from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

### **Professional Memberships**

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

### **RETIRALS**

#### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

#### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

### **TERMS AND CONDITIONS**

#### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

#### **2. Training Period**

You will be required to undergo class room and on the job training in the first twelve

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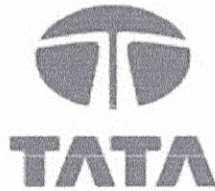
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months (including the TCS Xperience Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **3. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **4. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **5. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **6. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **7. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

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## 8. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 9. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

## 10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## 11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

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This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## **12. Terms and Conditions**

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

## **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

## **14. Notice Period**

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

## **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

## **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum

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**TCSL/DT20218750945**

**TATA CONSULTANCY SERVICES**

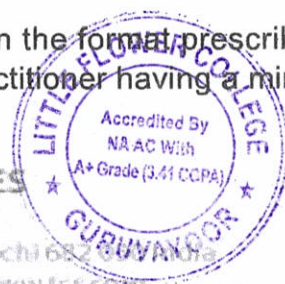
Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 001 India

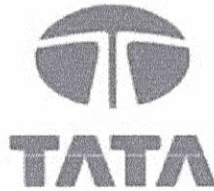
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: [www.tcs.com](http://www.tcs.com)

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

TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)







qualification of MBBS to the Induction Coordinator.

#### 17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

#### 18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

#### 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## 21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## 22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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







## 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## 3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.





#### 4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### 5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### 6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### 7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



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TCSL/DT20218750945

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

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Tel: 0484 664 5000 Fax: 0484 664 5255 Website: [www.tcs.com](http://www.tcs.com)

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TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

#### **8. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **9. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.





## 10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## 11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.







(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



HO/HR/TA/85173161

Date: 23/03/2022

Ms. Sneha Jose,  
KARIKKATTIL HOUSE, POOPARAMBA, KANNUR, Kerala, 670632

Dear Ms. Sneha Jose,

**Sub: Provisional Offer Letter**

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

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

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

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

Your remuneration will be as follows:

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

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

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

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

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

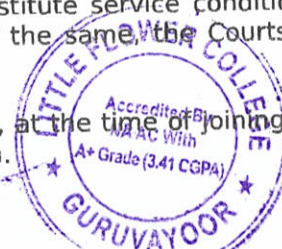
Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

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

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

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

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you are required to join the Bank as per the date, agreed in our discussion.

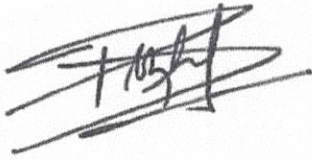


*Vabeer A.*  
Principal  
Little Flower College  
Guruvayoor



We welcome you to ESAF Small Finance Bank and look forward to your valuable contribution in scaling **ESAF Bank** to greater heights.

Yours sincerely,



**Bobby Abraham Mathew**  
**Head HR (In-Charge)**

Compensation Particular	Monthly	Annual
<b>(A) Fixed Monthly Pay - EARNINGS</b>		
Basic Pay	12400	148800.0
House Rent Allowance	2480	29760.0
Dearness Allowance	2000	24000.0
Conveyance Allowance	0	0.0
Medical Allowance	0	0.0
Periodicals / Self Development Allowance	0	0.0
Food allowance/Coupons	0	0.0
LTA	0	0.0
Special Allowance	4450	53396.0
<b>Total (A)</b>	<b>21330</b>	<b>255956.0</b>
<b>Fixed Monthly Pay - DEDUCTIONS</b>		
Provident Fund - Employee	1728	20736.0
Professional Tax	0	0.0
Charity Fund	124	1488.0
ESWT Fund Contribution	124	1488.0
ESWT Membership - Rs.1000/- **	0	0.0
Let Them Smile (Voluntary)	0	0.0
Staff Advance (if taken)	0	0.0
Death Fund	0	0.0
TDS	0	0.0
Total Recovery	1976	23712.0
<b>Net Salary Credit to Bank A/c</b>	<b>19354</b>	<b>232244.0</b>
<b>(B) Annual Pay</b>		
Bonus	583	7000.0
<b>Total (B)</b>	<b>583</b>	<b>7000.0</b>
<b>(C) Retiral &amp; Other Benefits (Employer Contribution)</b>		
Provident Fund - Employer	1728	20736.0
Medical Insurance	667	8000.0
Leave Surrender	0	0.0
Gratuity	692	8308.0
<b>Total (C)</b>	<b>3087</b>	<b>37044.0</b>
<b>Cost To Company (A+B+C)</b>	<b>25000</b>	<b>300000.0</b>

1. Incentives are paid to Employees in Business Stream as approved from time to time
2. Performance Pay upto 10% of Gross will be paid to staff in other Streams based on Bank's, Department's and Individual's annual performance
3. Employees Deposit Linked Insurance Scheme on Normal Death.
4. Group Term Life Insurance (for spouse also)
5. Death Benefit from Staff Welfare Trust
6. Future Gratuity benefits.
7. ESAF CUG facility.
8. Car Component as per Car Policy of the Bank
9. Changes as per bank policy will be incorporated time to time



**NB: 1. 1% of Basic salary will be deducted towards ESAF charity Fund meant for the charitable activities**

conducted by ESAF Society (eligible for 80G deduction under Income Tax Act)

2. 1% of Basic salary will be deducted towards ESAF Staff Welfare Fund meant for the employees of ESAF group

3. Applicable TDS will be effected on the salary.

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**ESAF SMALL FINANCE BANK LIMITED**

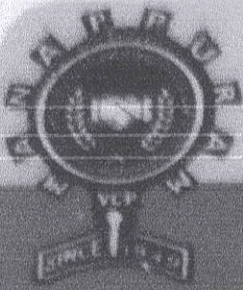
RBI License no: MUM 124, CIN: U65990KL2016PLC045669

**Registered & Corporate Office:** ESAF Small Finance Bank Limited, Building No. VII/83/8, ESAF Bhavan,  
Mannuthy, Thrissur- Palakad National Highway, Thrissur- 680 651, Kerala

Ph. No: 0487 7123456, 123457, Email: [customercare@esafbank.com](mailto:customercare@esafbank.com), [www.esafbank.com](http://www.esafbank.com)







# MANAPPURAM FINANCE LIMITED

Make Life Easy

**DEESHMA V BABU**



**Employee Code : 1-381887**

**MD & CEO**

**Corporate Office :-**

**IV/470A(Old) W/638A(New), Manappuram House,**

**Valapad, Thrissur, Kerala - 680 567**

**Tel : 0487- 3050100, 3050108**



*Valar A.*  
Principal  
Little Flower College  
Guruvayoor





# F-ON INFOTECH

ITOUTSOURCINGSERVICES.GURUVAYOOR



foninfotech@gmail.com



+919496242344

Respected Ma'am,

This is to inform that the following students of Little Flower College Guruvayoor are selected to the post of SEARCH ENGINE EVALUATOR from the campus interview held at your college on 02nd December 2021. We extend our sincere thanks to the college authorities for the opportunity provided.

SL.NO	NAME	DEPT	YEAR
1	SALIHA	BA	1ST
2	ARYA	BA	1ST
3	RAMEESA	B VOC	1ST
4	SREESHMA	B COM	2SD
5	HALEENA	B VOC	1ST
6	HASANA	B A	1ST
7	IFFAH	BCA	1ST
8	MUSBIRA	BSC	1ST



F-ON INFOTECH  
THRISSUR  
20/12/2021

ABDUL AFOOV  
MANAGING PARTNER  
F-ON INFOTECH



Valsa P.A.  
Principal  
Little Flower College  
Guruvayoor



## LETTER OF OFFER

**Athira K P**

10<sup>th</sup> May, 2022

D/o Prabhakaran K K  
Karuthedath house  
P.O. Thaikkad  
Brahmakulam

**RE: Letter of offer of employment**

Dear Athira K P,

We are pleased to offer you employment at **Motion Web Hosting**. We feel that your skills and background will be valuable assets to our team. As per our discussion, the position is **Content Writer**. Your starting date will be **16<sup>th</sup> May, 2022**.

If you choose to accept this offer, please sign the second copy of this letter in the space provided and return it to us.


We look forward to welcoming you as a new employee at **Motion Web Hosting**.

Sincerely,

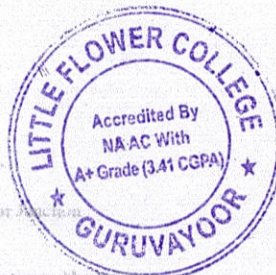


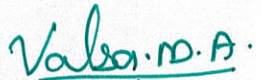
**Joel K K**  
**Manager: HR & Admin**  
**Motion Web Hosting**

I hereby agree to and accept the terms of employment as per the policies of establishment and shall report for duty on the 16 May 2022

Signature: 

Name: Athira K P  
Date: 12/5/2022



  
**Principal**  
**Little Flower College**  
**Guruvayoor**



1



DOB

**20/07/1999**

DESIGNATION

**LPST**

SCHOOL CODE

**24047**

SCHOOL

**M R R M H S S Chavakkad**

CATEGORY

**LP**

SUBJECT

Malayalam

PINCODE

**680505**



*Valsa M.A.*

Principal  
Little Flower College  
Guruvayoor





# IEHRD COUNCIL

Seaport Airport Road, Vallathol(jn), Thrikkakara, Cochin-21

www.iehrdcouncil.com Mail : [info@iehrdcouncil.com](mailto:info@iehrdcouncil.com)

Office : 6235100032, Mob : 7025132888

Office: Trivandrum – Ernakulam - Calicut

FROM,

HR DEPARTMENT

HEAD OFFICE

IEHRD COUNCIL

SUBJECT: APPOINTMENT LETTER

DEAR ARYA K K,

We are pleased to inform you that you have been appointed as **STUDENT COUNSELOR** at IEHRD COUNCIL, Ernakulam effective from **04/05/2022**.

Your working time will be from 9 AM – 6 PM, Monday to Saturday. Your Basic Salary will be **12000/-** plus incentives as applicable. And your Target will be **10** Admissions per month.

First week you will be under training period. If your performance during this period is good, there will be a screening for you after which you will be selected. The salary of the first week will only be given if you are selected. Official offer letter will only be provided and valid, after completion of the above mentioned training period and selection process.

Sincerely,

Alena Joe

9895714894

[hriehrdcouncil@gmail.com](mailto:hriehrdcouncil@gmail.com)

NAME & SIGNATURE OF CANDIDATE



*Valsa D.A.*  
Principal  
Little Flower College  
Guruvayoor



INDIA'S LEADING TRAVEL CONSOLIDATOR<sup>®</sup>



[www.b2btravelagency.com](http://www.b2btravelagency.com)



**Wafa NASRIN**

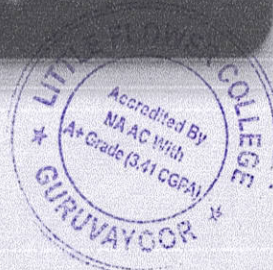
ISSUED ON : 01/06/2022

**B2B Travel Agency India Pvt. Ltd.**

BTA Cochin, Geo Info Park, 2<sup>nd</sup> Floor, Kinfra,  
Kakkanadu, Cochin - 682 030

✉ [hr.india@b2btravelagency.com](mailto:hr.india@b2btravelagency.com)

[www.b2btravelagency.com](http://www.b2btravelagency.com)



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Little Flower College  
Guruvayoor



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[www.b2btravelagency.com](http://www.b2btravelagency.com)



**ABIRAMI RAMACHANDRAN**

ISSUED ON : 06/06/2022

**B2B Travel Agency India Pvt. Ltd.**

BTA Cochin, Geo Info Park, 2<sup>nd</sup> Floor, Kinfra,  
Kakkanadu, Cochin - 682 030

✉ [hr.india@b2btravelagency.com](mailto:hr.india@b2btravelagency.com)

[www.b2btravelagency.com](http://www.b2btravelagency.com)



Valsa. D. A.

Principal

Little Flower College  
Guruvayoor





**DISTRICT PANCHAYATH, MALAPPURAM.**

District Panchayath Bhavan, Civil Station, Malappuram

Phone No: 0483 -2734933 dpmppm@gmail.com

No.G6.2416/2022

Date: 11/10/2022

From

President  
District Panchayath, Malappuram

To Aiswarya Anoop  
Sivamandiram (H)  
kuttippuram (PO)  
Malappuram  
679571 (P) 7592805100

Sub:- Advice for internship as Clerk in  
Women and child Development department, under  
Malappuram Social Internship Program of Malappuram District Panchayath reg.

You are informed that you have been advised for internship as  
Clerk in the  
Women and child Development department. Based on your application you have  
been provisionally selected for this internship under M SIP for a period of 6 months. Further  
instructions will be issued to you in due course by the above department.



Yours faithfully

PRESIDENT  
District Panchayath, Malappuram

Note:

1. You are directed to report the appointing authority with in a period of 15days from the date of this advice memo.
2. You are directed to produce the advice memo before the appointing authority at the time of joining the duty.
3. After appointing the intern, the authority should inform the District Panchayath through email.



Valson D.A.  
Principal  
Little Flower College  
Guruvayoor





Valsa. D.A.  
Principal  
Little Flower College  
Guruvayoor

## Offer of Employment

28<sup>th</sup> July, 2022.

Dear Thazneem A M,

Thank you for investing your time to pursue an opportunity with "**Pigeon Education Technology**". We are pleased to offer you an employment opportunity as an "**Academic Mentor**" with **Pigeon Education Technology, Bangalore**.

Your employment shall commence with effect on **4<sup>th</sup> Aug 2022**. Following are the terms and conditions connected with your employment:

### CTC & Benefits:

You will receive a compensation package of **Rs. 5,00,000/-** per annum (**50% fixed and 50% variable pay**). The breakup of the CTC and benefits applicable to you is as per **Annexure A**.

You are expected to treat this information and any changes made therein from time to time as personal and confidential and never discuss with other employees as deemed fit by the organization's norms. The CTC policy at **Pigeon Education Technology** is completely performance-driven and thus solicits utmost confidentiality on the part of the employee and the company.

### Benefits:

The company will reimburse the mobile bills, provide cab facilities, and arrange food for the employees.

Note: The above benefits are applied based on the conditions and situation.

### Retirement:

You will retire in the normal course from the services of the Company on attaining the age of superannuation, which is at the end of the month following your 58<sup>th</sup> birthday.

*Valsa M.A.*  
Principal  
Little Flower College  
Guruvayoor



**Pigeon education Technologies**, No.19/4,27, Indique Alpha  
Marathahalli Panathur Junction, Outer Ring Road,  
Kadubeesanahalli, Bengaluru, Karnataka 560103



### **Employment Conditions:**

Your services will be governed by general service conditions:

**Full Time work:** Your position is a Full-Time employment and you shall devote yourself exclusively to the business of the Company. You will not take up any other work part-time or otherwise or work on advisory capacity or be interested directly or indirectly in any other trade or business without the prior Consent in writing from the Company during your employment with the Company failing which company will take action as deemed fit.

The Company reserves the right to alter or allocate different responsibilities to you from time to time depending on the business needs of the Company.

**Code of Conduct:** You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interests of the company and will at no time, do or say anything which compromises the company's goals or reputation.

**Transfer:** You may also be transferred temporarily or permanently to any of divisions, subsidiary or associate companies or client owned Global Development centers or Client Transferred Global Development center within or outside India (Whether now existing or still to be formed). In such case, you will be governed by the terms and conditions of service as applicable to the new assignment.

**Salary Review:** Your salary will be reviewed as per the policy of the Company from time to time. The Company believes in rewarding performance and hence increments will be rewarded on merit in accordance with the Company's policy in practice.

**Responsibilities:** You are expected to perform effectively to ensure:

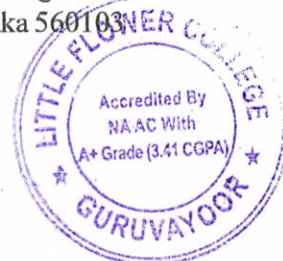
- You achieve the required results
- You will be required to work under the supervision of such officers as directed by the company from time to time.

**Non-disclosure Agreement:** "Company" for all purposes shall mean Pigeon Education Technology

You shall not at any time, disclose to anyone any information, know-how, knowledge, secrets, methods, plans, drawings, designs, etc. of the company. Also, you shall not take any technical documents or information or copies thereof belonging to the company outside the office unless specific entrusted to you in writing.

You will not undertake business of similar nature with any other company during the period of your employment with this company.

**Pigeon education Technologies**, No.19/4,27, Indique Alpha,  
Marathahalli Panathur Junction, Outer Ring Road,  
Kadubeesanahalli, Bengaluru, Karnataka 560103



If, during the course of your employment with the Company, you are provided with any Company assets, you shall maintain the same in good working condition and you shall return the items to this Company prior to your ceasing to be in the employment of the Company. Any dues to be paid to you on your ceasing to be in the employment is liable to be withheld by the Company if the said items so provided by the Company are not returned to the Company, apart from the Company's right to proceed against you as per the provisions of law.

You shall surrender all the records, correspondence and such of the papers connected with the business in the eventuality of your ceasing to be in the employment of this Company.

**Probation Period:**

The Probationary Period will be 3 months duration and post -probation will be subject confirmation which is purely performance driven

**Notice Period:**

**During Probation:**

The notice period applicable to you during Probation Period will be 15 days subject to approvals.

**(Note:- During this period an employee is subject to Performance failing which he will be liable to be terminated from services without discretion or notice or as per reporting authority discretion)**

**Post Probation:**

The Notice Period post and after confirmation from the organization that you are an permanent employee will be 30 days.

**(Clause / Note: All these are subject to approvals and an employee is liable to be terminated on grounds of performance or if any reason stated by the reporting authority without prior notice or reasons deemed fit on the discretionary clause or norms of the organization.)**

You may quit the services of the Company at any time by providing a 15 days or salary in lieu thereof **during probationary period**. You will be termed as a "Probationer "during this period (First 3 months)

You may quit the services of the Company at any time by providing notice of 30 days or salary in lieu thereof **post probation**. Notice period buyout / salary in lieu, is not a matter of right and will be at the discretion of the management and subject to an approval by the management of the company.

However, the company may conclude its employment with you at any time without assigning any reasons with due notice or salary in lieu thereof.

However, on your resignation, the company reserves the right to relieve you from your duties from such date as it may deem fit, even prior to the expiry of the notice period without assigning any reasons or CTC thereof.

**Pigeon education Technologies, No.19/4,27, Indique Alpha,  
Marathahalli Panathur Junction, Outer Ring Road,  
Kadubeesanahalli, Bengaluru, Karnataka 560103**





### **Full and Final Settlement:**

Normally the F & F will be settled within 45 days of an employee is relieved irrespective of circumstances where there has to be a mandatory clearance from all departments (IT Asset Handover, Reporting Manager Clearance, HOD Clearance, Finance Clearance and HR as per norms). This also includes the case of providing experience /relieving letter and vice-versa.

### **Termination Policy:**

It is agreed that early termination of employment contract /letter of offer/agreement signed by an employee (New Joiner) shall be possible on any of the following basis: -

- 1) The dissolution or liquidation of the company
- 2) The death or total disability of the individual employee
- 3) A Material Breach by an employee of any of the terms of the agreement (offer letter) or due to action, inaction or conduct of the employee amounting to just cause
- 4) Improper personal conduct which is of such a serious and substantial nature that it would injure the reputation or be materially detrimental to the company or the financial position of the company at company's discretion
- 5) At any time with the mutual written consent of both parties or;
- 6) Upon 15- & 30-day's written notice, for any reason by either party (15 days before probation & 30 days after probation). The Termination can happen during probation and post probation
- 7) On 7 days' notice in case of pandemic, possible pandemic or other economic reasons relating to large loss or possible loss of business operations for the company. The Parties agree that the company in their sole discretion may choose to temporarily suspend the contract in lieu of termination of contract, pursuant to this clause
- 8) Separation at 1 Months' Notice on either side or by paying notice pay thereof (Notice Period can be 15 days to 1 Month and short notice pay could be only on Gross Salary)
- 9) If an employee remains on unauthorized leave for more than 10 days, deemed to have left the job and services are liable to be terminated without intimation. No Notice Period Pay need to be paid, but Notice Pay can be recovered (Notices need to be served in the form of Show Cause Notice through a HR /Advocate to avoid any legal hassles)

Such a termination shall not prejudice any other remedy to which the terminating party may be entitled; either by law, in equity or under this Agreement. The company reserves the right to terminate your services at any time for reasons such as poor performance, delinquency or disciplinary reasons and in such cases the company is not obligated to serve you any notice or CTC thereof.

**Pigeon education Technologies, No.19/4,27, Indique Alpha,  
Marathahalli Panathur Junction, Outer Ring Road,  
Kadubeesanahalli, Bengaluru, Karnataka 560103**



**Separation:**

On separation, (by retirement, resignation or otherwise), you are required to immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, or records, etc., belonging to the Company or relating to its business and shall not make or retain any copies of these items.

**Pre-condition for Employment:** The terms and conditions laid out are pre- conditional for employment. The offer is valid only after you sign the Non- Compete and Inventions agreements at the time of issuing the offer. A copy of the agreements can be made available to you for review.

We request you to submit the following documents to us at the time of your Joining Date:

- Photocopies of your highest educational qualification.
- 3 passport size photographs of yourself.
- Relieving letter from previous employer
- Recent 6 months' payslips
- Proof of age
- Existing Account Details
- PF account details
- 2 doses of Vaccination Certificate
- Address Proof and ID Proof
- Income tax deduction certificate of previous employer

We are excited to have you board with us quickly and welcome you to the **Pigeon Education Technology** family. Kindly confirm your acceptance of the above Conditions by signing and returning the duplicate copy of this letter.

**Pigeon education Technologies**, No.19/4,27, Indiquebe Alpha,  
Marathahalli Panathur Junction, Outer Ring Road,  
Kadubeesanahalli, Bengaluru, Karnataka 560103

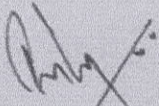




09.12.2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. FARISHA T** is employed by us as a  
**LIBRARIAN** since 28<sup>th</sup> April 2022.



Thanks & Regards

Rashin VP  
Director  
DRS Knowledge City  
CHANGARAMKULAM

92880 10057  
95444 25670

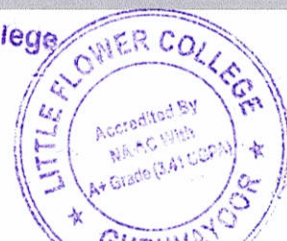
[www.drsknowledgecity.com](http://www.drsknowledgecity.com)  
[info@drsknowledgecity.com](mailto:info@drsknowledgecity.com)

Changaramkulam, Malappuram  
Kerala - 679591

*Vale M.A.*

Principal

Little Flower College  
Guruvayoor







**S.M. English School Changramkulam**  
Alankode P.O, Malappuram Dist, Kerala.  
[Managed by Universe Group of Institutions]

Ref.No SMEHS/2020-130

15 Sept 2021

**EMPLOYMENT OFFER LETTER**

Mrs. NAHIDHA T  
Pasampad.

Dear Mrs. NAHIDHA,

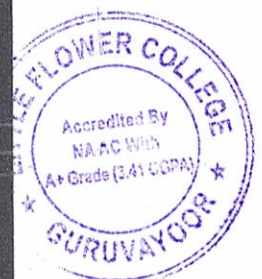
In reference to your application to the post of **TSA with SM ENGLISH SCHOOL**, Changramkulam, Managed by Universe Group of Institutions, it gives us great pleasure to offer you employment under the following terms and conditions:

- |                         |                                                                                                                        |
|-------------------------|------------------------------------------------------------------------------------------------------------------------|
| 1. Position             | TSA                                                                                                                    |
| 2. Job Location         | S.M English School, Changramkulam                                                                                      |
| 3. Basic Salary         | 10000/- (Ten Thousand only)                                                                                            |
| 4. Other Benefits       | NIL                                                                                                                    |
| 5. Leave                | You will be eligible to the benefits of the institution's leave rules on your confirmation in the institution service. |
| 6. Increment            | Salary subject to increment after one year of service based on satisfactory performance                                |
| 7. Resignation Notice   | 1 month                                                                                                                |
| 8. Uniform              | Provided by S.M English School.                                                                                        |
| 9. Transportation       | Institution provided transportation for all official purpose.                                                          |
| 10. Probationary Period | Three (3) months                                                                                                       |
- a) Based on your performance your service will be confirmed with the Institution in writing after three months. During the probationary period, your services can be terminated with seven day's notice on either side and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on one month's notice on either side.
- b) Absence for a continuous period of ten days without prior approval of your superior (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or termination.
- c) Upon successful completion of the probationary period of 3 months, the employee agrees to complete a mandatory period of service equivalent to an academic year but not less than one year. In the event of breach of serving the mandatory period of service as mentioned above, the defaulting employee will be liable to damages as determined by the management.

**11. Rules and regulations**

- a) Indulging in any activities such as Fighting/Provoking, Insubordination/Negligence of work, Attitude/Behavioural Issues/Damaging the Institution properties/verbal or physical abuse to the fellow colleagues/Supervisor/subordinates may leads to the termination of employment with immediate effect as per the Institution policy.
- b) The employee is required to perform all duties within the scope of the academic activities of the Institution as directed by the management including extra-curricular activities.
- c) During the period of your employment with the Institution, you will devote full time to the work of the Institution. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration in cash or in kind or otherwise, without the prior written permission of the Institution.
- d) You will be required to comply with all such rules and regulations as the Institution may frame from time to time.
- e) Any of our technical or other important information which might come into your possession during the continuance of your

*Valsa.M.A.*  
Principal  
Little Flower College  
Guruvayoor





☒ VISIONARY RCM

(Temporary Identity Card)

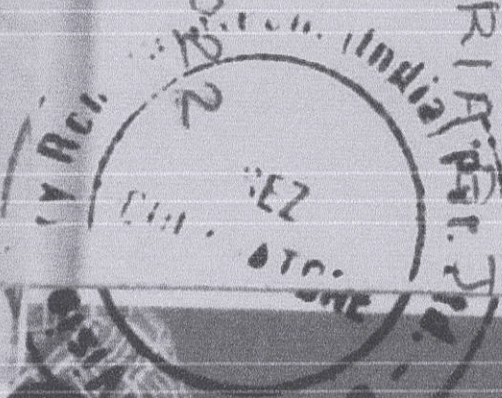
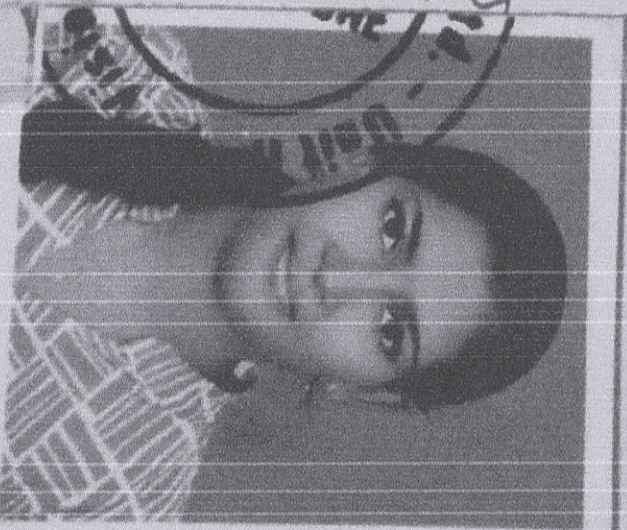
Name : SONIA MARIAPETER

APP.ID :

DOJ : 16.02.2022

*Kemadavis*

Issuing Authority



Valsa.M.A.

Principal  
Little Flower College  
Guruvayoor





5/May/2022

To

Ms. Sona Maria E J

Edakalathor House, Eyyal, Chiranallur,

Thrissur, Kerala - 680501.

Dear Ms. Sona Maria E J

**Sub: Letter of Appointment**

We are pleased to offer you an appointment in our organization on the following terms and conditions:

- 1 Your date of commencement of service is: **5/May/2022**. Employee ID, Designation: **VRCMCBE3754, Jr Executive - Coding Services**. File No: **3517**, Place of posting: **Coimbatore**.
- 2 You will be entitled to a **CTC of Rs. 18000 (Rupees Eighteen Thousand Only)** per month till the confirmation, which would be subject to revision periodically on the basis of your performance. **Ref - Annexure A**
- 3 You will be eligible to other benefits in accordance with the company's rules and statutory benefits, if any, applicable to you from time to time. You will also be entitled to leave, ESIC, PF and Gratuity and as per Act. Your Performance Review will be done on yearly basis. Remuneration paid to you shall be subject to Tax Deduction at Source as per the rules applicable at the time of disbursement.
- 4 Team members below AVP level have to serve Two months' notice while resigning from services. Team members at and above AVP level have to serve three months' notice. All the team members have to serve notice period according to their designation or they need to pay three/two (based on their designation) month's gross salary in lieu of notice while resigning from services. However, the decision to accept gross salary in lieu of their notice period solely lies with your functional head based on the responsibilities they were handling and the availability of replacement for the position.
- 5 **Employee's unauthorized absence:** Employee's unauthorized absence for a period of three consecutive days will make the employee loose his / her lien and his services with the company. The company will send a formal letter to the employee asking for explanation on the unauthorized absence and will request the employee to come back to work within 2 working days from the receipt of the letter. Not responding for the formal HR letter will attract a legal letter from the company asking for explanation and compensation for absconding from work and the employee's service with the company will automatically come to end without company's notice or intimation.

*J. K. S. S.*

**Visionary RCM InfoTech (India) Private Limited**

Regd. and Cor. Office: 35/16, Girl Road, Nagar, Coimbatore - 600 017. Tel: +91-44-8345163 Fax: +91-44-28345162  
E-mail: info@visionaryrcm.com URL: www.visionaryrcm.com  
CIN - U72300TN2006PTC060301

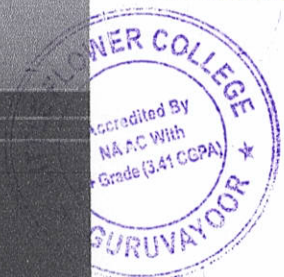
**Accepted By - Ms.Sona Maria E J**

SEZ Office: Module No. 404, 4th Floor, Tidel Park, ELCOT SEZ, Aerodome Post, Coimbatore 641014. Tel: +91 422 4029243

*Valsa. R. A.*

**Principal**

**Little Flower College  
Guruvayoor**







## S.M. English School Changramkulam

Alancode P.O. Malappuram Dist. Kerala.  
[Managed by Universe Group of Institutions]

- f) service with us shall not be disclosed, divulged or made public by you even thereafter.
- g) If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the Institution shall be entitled to recover the damages from you.
- h) You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Institution having dealing with the Institution and if you are offered any, you should immediately report the same to the Management.
- i) This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- j) You will be responsible for safekeeping and return in good condition and order of all Institution Property, which may be in your use, custody or charge.

Kindly confirm your acceptance by signing on the space provided below and return the signed document to us within one (1) week from the date of this letter, or otherwise we shall consider the employment offer cancelled.

Upon your acceptance of this offer, we will commence with the processing of your documentations as required by law.

Yours sincerely,

Director.



I accept the offer as outlined above.

Employee.

Vala M.A.

Principal  
Little Flower College  
Guruvayoor







# JG INTERNATIONAL SCHOOL

a class apart...

Affiliated to CISCE (ICSE & ISC), CAIE (Primary Checkpoint, Checkpoint, IGCSE, AS & A Levels) & IB (Diploma Programme)

JG/OFF/2022-23/17

06/06/2022

Ms. Sabin Maria Antony  
Flat No. H 103, Sector - II  
Sun City, South Bopal  
Ahmedabad.

Dear Ms. Sabin Maria Antony

Sub : Offer for the post of a Teacher

With reference to your application and subsequent interviews and personal discussions with us, we are pleased to offer you the position of a teacher at JG International School.

As you have been informed during the discussions, JG International School is a truly world-class institution committed to excellence in education. It commenced its academic activities in the year 2004. To create a world class learning environment and facilities, we have built a team of outstanding teachers with international mind-set and experience. Through this letter, we are happy to invite you as an important member of this team and to make significant contributions. It may require more than average and dedicated efforts on your part. We would facilitate your efforts and creativity in every possible way to make your association with us satisfying, long-lasting and rewarding.

This is a letter of offer and your remuneration shall be as per discussions you had during the interview. Once this letter of offer is accepted, you shall be given a detailed letter of appointment containing all terms of employment.

You should join the school not later than 6<sup>th</sup> June, 2022.

Please bring with you the documents mentioned in the Annexure - I.

Please sign the duplicate of this letter as a token of acceptance.

Thanking you,  
Yours truly,

M. P. Chandran  
Chairman



Principal  
Little Flower College  
Guruvayoor

JG CAMPUS OF EXCELLENCE, SOLA ROAD, AHMEDABAD - 380 061.

Tel : +91-79-27492315 / 27499315 / 27402583 / 84 / 85 / 86

E-mail : principal@jgcampusindia.com • jgcampus@gmail.com

Website : www.jginternationalschool.in





**SREE  
GOKULAM**  
**PUBLIC SCHOOL**  
**GURUVAYUR**

**Affiliated to CBSE No: 931227**



50-ABC\_9663



**AMRUTHA M**  
**Faculty - Science**  
**Ph: 8547255814**



**IDENTITY CARD 2022-23**

*Vala-MA.*

**Principal**  
**Little Flower College**  
**Guruvayur**





## IDENTITY CARD

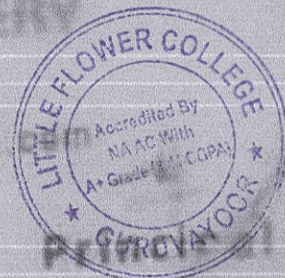


**ANJALY**  
**TEACHER**

**MAMBAUL HUDA**  
ENGLISH SCHOOL KECHERY

KECHERY PO. THRISSUR 680501  
PH: 04885 242732, mheschool@gmail

2022-2023



Vala M.A.

Principal  
Little Flower College  
Guruvayoor





Phone : 2333224

# Corporate Educational Agency

## ARCHDIOCESE OF TRICHUR

E.D No. A 800/2022

Catholic Archbishop's House

From

Trichur 680 005. 2-11-2022

To

The Corporate Manager

The Rev. Manager,

St. Antony's HSS

Pazhuvil

Rev. Father,

Shri/Smt Johny Sabinus

is appointed/promoted as HSA/ Pry. Asst/ UPST

in St. Antony's HSS Pazhuvil

from 2-11-2022 to 28-2-2023 in the vacancy of

Shri/Smt. Leena P.A UPST availed committed leave

from 26-10-2022 to 28-2-2023

The papers and certificates connected with the appointment have been submitted to the concerned Educational Officer.

The teacher is to be admitted to duty from 2-11-2022

Yours faithfully,

Corporate Manager

Valer M.A.

Principal  
Little Flower College  
Guruvayoor







**NATIONAL TESTING AGENCY**

Excellence in Assessment

E-certificate No.: 20D/21J02580

**University Grants Commission**



## NATIONAL ELIGIBILITY TEST FOR ASSISTANT PROFESSOR

NTA Ref. No.: 210520077127

Roll No.: KL18001647



Certified that **ABISHA. K .A**

Son/Daughter of **JUVEIRIYA.V.M**

and **ABDUL AZIS.K.U**

has qualified

the UGC-NET for eligibility for Assistant Professor held on **24-11-2021**  
for December 2020 and June 2021 (merged session) in the subject

Economics / Rural Economics /Co-operation / Demography / Development Planning/ Development Studies / Econometrics/ Applied  
Economics/Development Eco./Business Economics

As per information provided by the candidate, he/she had completed/appeared or was pursuing his/her Master's degree or equivalent examination in the related subject at the time of applying for UGC-NET

The date of eligibility for Assistant Professor is the date of declaration of UGC-NET result, i.e., **19-02-2022**, or the date of completion of Master's degree or equivalent examination with required percentage of marks within two years from the date of declaration of UGC-NET result, i.e. by **18-02-2024**, whichever is later.

This is an electronic certificate only, its authenticity and category in which the candidate had appeared should be verified from National Testing Agency (NTA) by the institution/appointing authority. This electronic certificate can also be verified by scanning the QR Code.

The validity of this electronic certificate is forever.

Date of issue: 12-03-2022

Note: NTA has issued the electronic certificate on the basis of information provided by the candidate in his/her online Application Form. The appointing authority should verify the original records/certificates of the candidate while considering him/her for appointment, as the NTA will not be liable for any false information provided by the candidate. The NTA is not responsible for the result which can be verified from the repository available in the website (www.nta.ac.in). The candidate must fulfil the minimum eligibility conditions as laid down in the notification for UGC-NET.



**Subarashan**  
Director, NTA

**Valson P.A.**  
Principal  
Little Flower College  
Guruvayoor







Ministry of Education  
Government of India

# UGC-NET RESULT December 2020 & June 2021



राष्ट्रीय परीक्षा एजेंसी  
National Testing Agency  
Examination & Assessment

Roll Number :	KL18006872	Application Number :	210511054112	
Candidate's Name :	HEERA V S			
Mother's Name :	SUNAJA			
Father's Name :	SIVADASAN V T			
Category :	OBC	Person with Disability(PwD)* :	VI	
Subject :	Malayalam			
No of Candidates in this Subject	Registered : 5110	Appeared :	3445	
Applied For :	JRF & ASSISTANT PROFESSOR			
Paper	Maximum Marks	Marks Obtained		
Paper-1 :	100	34		
Paper-2 :	200	86		
Total :	300	120		
Total Marks Obtained in Words :	One Hundred Twenty Only			
Result :	QUALIFIED FOR JRF & ASSISTANT PROFESSOR			

0D85697132DACDBC24F3398A4CB51A50

\* VI-Visually Impaired, HI- Hearing Impaired, LM-Locomotor Disability, OD-Other Disability

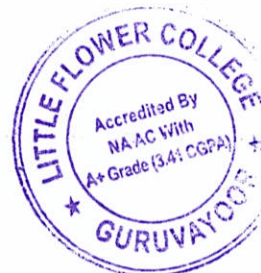
Dated : 19-02-2022

  
Senior Director, NTA UGC NET

Subject wise/Category wise cut-off for Assistant Professor only and Junior Research Fellowship (JRF)& Assistant Professor Both are available on website.

**Note:**

1. This electronically generated Score Card is the official result declared by NTA and does not require any signature.
2. Candidate's particulars including Category and Person with Disability (PwD) have been indicated as mentioned by the candidate in the online Application Form
3. Subject wise Cut-Off is based on the Percentage of Marks Obtained.
4. Those qualified for Assistant Professor will not be considered for award of JRF. Candidates who qualify the Test for eligibility for Assistant Professor will be governed by the rules and regulations for recruitment of Assistant Professor of the concerned universities/colleges/State governments, as the case may be.
5. The slots of JRFs of both UGC-NET December 2020 and June 2021 cycles have been merged, while the methodology for Subject wise cum Category-wise allocation of JRFs remains unchanged.
6. The candidates who qualify for the award of Junior Research Fellowship are eligible to pursue research in the subject of their post-graduation or in a related subject and are also eligible for Assistant Professor. The universities, institutions, IITs and other national organizations may select the JRF awardees for full time research work in accordance with the procedure prescribed by them.
7. Economically Weaker Section (EWS), Scheduled Caste(SC)/Scheduled Tribe(ST)/Persons with Disability(PwD)/ Thirdgender /Other Backward Classes -Non creamy layer (OBC-NCL), as per the central list of Other Backward Classes available on National Commission for Backward Classes (NCBC), Government of India website: [www.ncbc.nic.in](http://www.ncbc.nic.in), candidate will be given such special concessions as may be decided by the UGC.
8. Candidates qualifying for the award of Junior Research fellowship will be eligible to receive fellowship of UGC under various schemes, subject to their finding placement in universities/IITs/institutions. The validity period of the offer is three years w.e.f. the date of issue of JRF Award Letter. However, in case the candidates who have already joined M. Phil. / Ph.D., the date of commencement of fellowship shall be from the date of declaration of NET result or date of their joining, whichever is later.
9. The National Testing Agency shall not be responsible for any printing error in the publication. While preparing the scores due care has been taken. However, any inadvertent error cannot be ruled out. The NTA reserves the right to rectify any error at a later stage.
10. No separate intimation letter shall be issued



  
Principal  
Little Flower College  
Guruvayoor





### CANDIDATE'S DETAILS



Name :  
**VANDANA P**

Date of Birth :  
**25-Nov-2000**

Parent's/Guardian's Name :  
**SIVADASAN P**

Registration Number :  
**MS125B009**

P. Vandana



### CANDIDATE'S PERFORMANCE

Test Paper (Code)

Number of Candidates  
Appeared in the Test Paper

Marks Scored  
(out of 100)

All India Rank

**Mathematical Statistics (MS)**

**2912**

**15.67**

**601**

### CUT-OFF MARKS\*

Test Paper (Code)

GEN

GEN-EWS/OBC-NCL

SC/ST/PwD

**Mathematical Statistics (MS)**

**16.39**

**14.75**

**8.2**

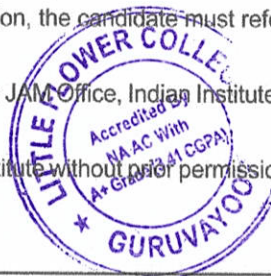
\* A candidate is considered to be in the merit list if the marks scored are greater than or equal to the cut-off marks mentioned for the category, for which a valid category certificate, if applicable, must be produced along with this Scorecard.

17 March 2022

Digital Signature: 5803918aa8f6c10cbdc5988ce07c8220

*Rama Krishna P.*  
Prof. Rama Krishna Peddinti  
Organizing Chair, JAM 2022  
(on behalf of JAM-AB)

- Candidates should note that being on the merit list of any test paper neither guarantees nor entitles one to admission to IITs or IISc.
- Candidates who are in the merit list of JAM 2022 can apply for admission to programmes at IITs and IISc, for which they are eligible only in the academic year 2022-23.
- For admission to various programmes, the candidates in the merit list must submit the admission form ONLINE at the JAM Online Application Processing System website (<https://joaps.iitr.ac.in>) between 11 April 2022 and 11 May 2022 with all the relevant documents. There is NO need to send a hard copy of the admission form/documents. Only those applications that are complete in all respects and have been properly submitted/uploaded within the stipulated time and date will be considered.
- Upon applying, offers will be made to candidates based on the order of merit, the candidate's choice(s) and the number of seats available at the admitting institute(s). Such candidates must satisfy the Eligibility Requirements (ERs) and Minimum Educational Qualifications (MEQs) of the programme(s) of the admitting Institute(s). The fulfilment of ERs & MEQs is decided by the department offering the programme and the prerogative to accept/reject the candidate vests with the department.
- For latest updates on ERs, MEQs and other admission related information, the candidate must refer to the JAM 2022 official website: <https://jam.iitr.ac.in/> and the Admission Brochure available therein.
- The authenticity of the contents of this Scorecard may be verified with the JAM Office, Indian Institute of Technology Roorkee, Roorkee - 247667, until July 20, 2022.
- Information given in this Scorecard should not be used by any person/Institute without prior permission of the JAM Office, Indian Institute of Technology Roorkee, Roorkee - 247667.



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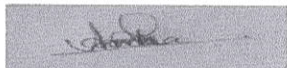


# GATE 2022 Scorecard

Graduate Aptitude Test in Engineering

Graduate Aptitude Test in Engineering (GATE)

अभियांत्रिकी स्नातक अभिक्षमता परीक्षा

Name of Candidate	ARDRA A N	
Parent's/Guardian's Name	NAMBIATHAN A M	
Registration Number	MA22S21327120	
Date of Birth	09-May-1999	
Examination Paper	Mathematics (MA)	

GATE Score:	434	Marks out of 100:	32		
All India Rank in this paper:	1063	Qualifying Marks*	General	EWS/OBC (NCL)	SC/ST/PwD
Number of Candidates Appeared in this paper:	13518		27.3	24.5	18.2

Valid up to 31<sup>st</sup> March 2025

Prof. Ranjan Bhattacharyya

Organising Chairman, GATE 2022  
on behalf of NCB-GATE, for MoE



e69f05af9217b32f0f3100f44d145790

\* A candidate is considered qualified if the marks secured are greater than or equal to the qualifying marks mentioned for the category for which valid category certificate, if applicable, is produced along with this score card.

Organising Institute: Indian Institute of Technology Kharagpur

## General Information

The GATE 2022 score is calculated using the formula

$$\text{GATE Score} = S_q + (S_t - S_q) \frac{(M - M_q)}{(M_t - M_q)}$$

where,

$M$  is the marks obtained by the candidate in the paper, mentioned on this GATE 2022 scorecard

$M_q$  is the qualifying marks for general category candidate in the paper

$M_t$  is the mean of marks of top 0.1% or top 10 (whichever is larger) of the candidates who appeared in the paper (in case of multi-session papers including all sessions)

$S_q = 350$ , is the score assigned to  $M_q$

$S_t = 900$ , is the score assigned to  $M_t$

In the GATE 2022 score formula,  $M_q$  is 25 marks (out of 100) or  $\mu + \sigma$ , whichever is greater. Here  $\mu$  is the mean and  $\sigma$  is the standard deviation of marks of all the candidates who appeared in the paper.

Qualifying in GATE 2022 does not guarantee either an admission to a post-graduate program or a scholarship/assistantship. Admitting institutes may conduct further tests and interviews for final selection.

Graduate Aptitude Test in Engineering (GATE) 2022 was organized by Indian Institute of Technology Kharagpur on behalf of the National Coordination Board (NCB) – GATE for the Department of Higher Education, Ministry of Education (MoE), Government of India



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Folio No. 22135

Certificate No. :0116



GOVERNMENT OF KERALA  
DIRECTORATE OF GENERAL EDUCATION  
**STATE ELIGIBILITY TEST - JULY - 2021**

Roll No. : **59350055**

This is to certify that Smt /Shri **SURABHI K P**

appeared for the State Eligibility Test conducted on **14<sup>th</sup> August 2021**

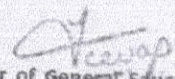
and is declared as qualified in the Test.

Subject : **ZOOLOGY**

Date of Publication of Result : **25<sup>th</sup> September 2021**

Thiruvananthapuram

Date : **28/02/2022**

  
Director of General Education



  
**Principal**  
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Guruvayoor



Folio No. : 12221

Certificate No. : 0217



GOVERNMENT OF KERALA

DIRECTORATE OF GENERAL EDUCATION

STATE ELIGIBILITY TEST - JANUARY - 2022

Roll No. : 78210226

This is to certify that Smt / Shri GOPIKA V

appeared for the State Eligibility Test conducted on 9<sup>th</sup> January 2022

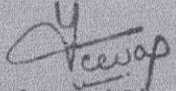
and is declared as qualified in the Test.

Subject : **MATHEMATICS**

Date of Publication of Result : 29<sup>th</sup> January 2022

Thiruvananthapuram

Date : **30/04/2022**

  
Director of General Education



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Folio No. : 12221

Certificate No. : 0481



GOVERNMENT OF KERALA  
DIRECTORATE OF GENERAL EDUCATION  
STATE ELIGIBILITY TEST - JANUARY - 2022

Roll No. : 78210073

This is to certify that Smt / Shri **AKSHAYA N ASOKAN**

appeared for the State Eligibility Test conducted on **9<sup>th</sup> January 2022**

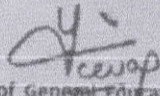
and is declared as qualified in the Test.

Subject : **MATHEMATICS**

Date of Publication of Result : **29<sup>th</sup> January 2022**

Thiruvananthapuram

Date : **31/05/2022**

  
Director of General Education



Valsa D.A.  
Principal  
Little Flower College  
Guruvayoor



Folio No. : 12221

Certificate No. : 0192



GOVERNMENT OF KERALA

DIRECTORATE OF GENERAL EDUCATION

STATE ELIGIBILITY TEST - JANUARY - 2022

Roll No. : 78210062

This is to certify that Smt /Shri ANISHA T RAGHUNATH

appeared for the State Eligibility Test conducted on 9<sup>th</sup> January 2022

and is declared as qualified in the Test.

Subject : **MATHEMATICS**

Date of Publication of Result : 29<sup>th</sup> January 2022

Thiruvananthapuram

Date : **30/04/2022**

Director of General Education



Valsa. M. A.  
Principal  
Little Flower College  
Guruvayoor



Roll No. : 22131

Certificate No. : 0018



GOVERNMENT OF KERALA

DIRECTORATE OF GENERAL EDUCATION

STATE ELIGIBILITY TEST - JULY - 2021

Roll No. : 58310027

This is to certify that Smt / Shri **ATHIRA SURESH**

appeared for the State Eligibility Test conducted on **14<sup>th</sup> August 2021**

and is declared as qualified in the Test.

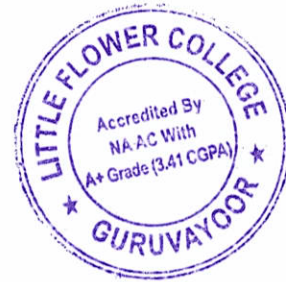
Subject : **STATISTICS**

Date of Publication of Result : **25<sup>th</sup> September 2021**

Thiruvananthapuram

Date : **31/12/2021**

Director of General Education



*Valsa. nsa.*  
Principal  
Little Flower College  
Guruvayoor



# STATE ELIGIBILITY TEST- Jan-2022

DIRECTORATE OF GENERAL EDUCATION  
GOVERNMENT OF KERALA

(Conducted by LBS Centre for Science & Technology)

RESULT OF THE TEST CONDUCTED ON 09/01/2022

RESULT PUBLISHED ON 29/01/2022

Roll Number		80060107	
Name of Candidate		RESHMA T	
Marks Secured		Paper I 72/120	
		Paper II 53/120	
Percentage of Mark  Refer below table for Percentage required for Pass *	Paper I	60 %	
	Paper II	44.1667 %	
	Aggregate	52.08 %	
Result *		Passed	
		! Congratulations !	
Subject: ECONOMICS			
Community/ Quota		Open Quota	
* Result is provisional. Certificate will be issued subject to the satisfaction of relevant conditions in the prospectus.			
<a href="#">Click here to see instructions to successful candidates for obtaining SET-Jan-2022 Certificate</a>			
Candidates who want to get a photocopy of their OMR Answer sheets shall be provided with the same on payment of a fee of Rs.500/- per paper.(Demand Draft in favor of Director, LBS Centre for Science & Technology, Payable at Thiruvananthapuram.) Applications for photocopies for the answer sheets shall be made within a period of 1 month from the date of publication of results. Late applications will not be considered.			



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# STATE ELIGIBILITY TEST- Jan-2022

DIRECTORATE OF GENERAL EDUCATION  
GOVERNMENT OF KERALA

(Conducted by LBS Centre for Science & Technology)  
RESULT OF THE TEST CONDUCTED ON 09/01/2022  
RESULT PUBLISHED ON 29/01/2022

Roll Number	72060024		
Name of Candidate	RESHMA P R		
Marks Secured	Paper I 60/120		
	Paper II 48/120		
Percentage of Mark <small>Refer below table for Percentage required for Pass *</small>	Paper I	50 %	
	Paper II	40 %	
	Aggregate	45 %	
Result *	Passed		
	! Congratulations !		
Subject: ECONOMICS			
Community/ Quota	DBC (Non Creamy Layer)		
* Result is provisional. Certificate will be issued subject to the satisfaction of relevant conditions in the prospectus.			
<a href="#">Click here to see instructions to successful candidates for obtaining SEI-Jan-2022 Certificate</a>			
<small>Candidates who want to get a photocopy of their OMR Answer sheets shall be provided with the same on payment of a fee of Rs.500/- per paper. (Demand Draft in favor of Director, LBS Centre for Science &amp; Technology, Payable at Thiruvananthapuram.) Applications for photocopies for the answer sheets shall be made within a period of 1 month from the date of publication of results. Late applications will not be considered.</small>			

## \* Percentage required for Pass

Paper	General	DBC - Non-Creamy Layer	SC/ST/PH-VH
I	40 %	35 %	35 %
II	40 %	35 %	35 %
Aggregate	48 %	45 %	40 %

Aggregate is calculated as (Part I + Part II) / (Max I + Max II) X 100

In computing marks, fraction shall be rounded off only to the first two decimal places in the calculation of aggregate percentage of marks. No rounding off of marks shall be made for calculating the percentage for pass for Paper I and Paper II separately. Refer Clause 3 of the Prospectus.



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**GOVERNMENT OF KERALA**  
**DEPARTMENT OF GENERAL EDUCATION**  
**KERALA TEACHER ELIGIBILITY TEST(K-TET) - MAY 2021**

**EXAMINATION RESULTS**  
**CATEGORY II**

**Roll Number** : 608966

**Exam Category** : CATEGORY II

**Name** : RESHMA P R

**Date Of Birth** : 27/10/1995

**Father/Guardian Name** : RAJAN P K



RESHMA.P.R  
04-05-2021

MARK DETAILS	
PART I	47
PART II (Malayalam)	22
PART III (English)	14
TOTAL	83
RESULTS	QUALIFIED

\* Relaxation allowed as per GO(Rt) No: 48/2017 GEdn dated 13/06/2017 for obtaining minimum mark for passing the exam..

**Date of Publication of Results : 20/10/2021**

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The results published in the website are for the immediate information to the candidates. This is purely provisional and can not be treated as original mark sheets. Certificates to the qualified candidates will be issued only after the DEO level certificate verification. The qualified candidates are instructed to approach concerned DEO for verification.







**GOVERNMENT OF KERALA**  
**DEPARTMENT OF GENERAL EDUCATION**  
**KERALA TEACHER ELIGIBILITY TEST(K-TET) - FEBRUARY 2022**

**EXAMINATION RESULTS**  
**CATEGORY IV**

Roll Number : 407756

Exam Category

CATEGORY IV



Name : AMRUTHA.M.KRISHNA

Date Of Birth : 08/02/2000

Father/Guardian Name : MURALEEDHARAN.T

MARK DETAILS	
PART I	10
PART II (English)	35
PART III (Hindi)	49
TOTAL	94
RESULTS	QUALIFIED

Date of Publication of Results : 01/06/2022



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Guruvayoor

The results published in the website are for the immediate information to the candidates. This is purely provisional and can not be treated as original mark sheets. Certificates to the qualified candidates will be issued only after the DEO level certificate verification. The qualified candidates are instructed to approach concerned DEO for verification.





(ADVERTISEMENT NO. PHASE-IX/2021/SELECTION)  
LIST OF CANDIDATES QUALIFIED IN WRITTEN EXAM. FOR NEXT STAGE

Record#	POST CODE	ROLL	NAME	CAT1	CAT2	CAT3
2351	KK10321	3193005925	ARYA C GOMULAS	6		
2352	KK10321	3193006051	AMBILI P D	6		
2353	KK10321	3193006071	VINITHA P	6		
2354	KK10321	3193006155	ACHANA SURESH	6		
2355	KK10321	3193006232	JASNA M	6		
2356	KK10321	3193006298	ANJANA U	6		
2357	KK10321	3193006332	MEERA V M	6		
2358	KK10321	3193006398	ANAGHA NANDAKUMARAN	9		
2359	KK10321	3193006408	GLADWINO OUSJES	9		
2360	KK10321	3193006464	MEGHA M	6		
2361	KK10321	3193006542	ALSWARYA P M	6		
2362	KK10321	3193006608	ALSWARYA V	0		
2363	KK10321	3193006657	MEGHA C M	6		
2364	KK10321	3193006754	M SANGEETHA	1		
2365	KK10321	3193006786	ANUSREE G	1		
2366	KK10321	3193007036	GOPIKA V NAIR	0		
2367	KK10321	3193007039	NAVITHA RAVI M	6		
2368	KK10321	3193007051	JINI S S	6		
2369	KK10321	3193007074	LAKSHMI U S	0		
2370	KK10321	3193007118	THEERTHA S	6		
2371	KK10321	3193007121	ANKITHA SPEEKUMAR B	0		
2372	KK10321	3193007141	ATHULYA KRISHNA L	6		
2373	KK10321	3193007265	NEENU MOHAN	6		
2374	KK10321	3193007360	AKSHAYA SANKHOSH S	0		
2375	KK10321	3193007568	ANUSREE N	6		
2376	KK10321	3193007648	SHINI K	6		
2377	KK10321	3193007752	HARIPRIYA H L	6		
2378	KK10321	3193007784	NIVEDITHA P GOHAN	9		
2379	KK10321	3193008001	ALEENA B RAJ	6		
2380	KK10321	3193008068	NAYANA B BABU	1		
2381	KK10321	3193008082	NAVYA JYOTHI K	6		
2382	KK10321	3193008165	DHANYA U V	6		
2383	KK10321	3193008174	REMYA S V	1		
2384	KK10321	3193008198	AKHILA WINSTON	6		
2385	KK10321	3193008210	ALSWARYA VINOD L	6		
2386	KK10321	3193008214	ANUSHA A S	9		
2387	KK10321	3193008279	ANJITHA V P KIMAR	6		
2388	KK10321	3193008330	MEETHU L	6		
2389	KK10321	3193008520	ANCI L MOHAN	6		
2390	KK10321	3193008582	HARISHMA V NAIR	9		
2391	KK10321	3193008639	GOURI GIRINDRAN	6		
2392	KK10321	3193008706	ARSHA S RAVI	9		
2393	KK10321	3193008803	ARYA S R	6		
2394	KK10321	3193008853	ANJU S V	6		
2395	KK10321	3193008944	POOJAM KIMARI	6		
2396	KK10321	3193009716	NIRHITHA U	6		
2397	KK10321	3193009784	NIVEDITHA C	1		
2398	KK10321	3193010564	ZNEERA RAQTHIYAR	6		
2399	KK10321	3193010756	NAMRATA APPARAJEE KITALI	1		
2400	KK10321	3193010862	BHAWYASREE SK	0		

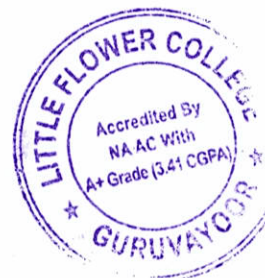
## EXPLANATION OF CODES USED FOR CATEGORY :-

0 = EWS, 1 = SC, 2 = ST, 3 = ESM, 4 = OH, 5 = HH, 6 = OBC, 7 = VH,  
8 = PWD-OTHERS, 9 = UR

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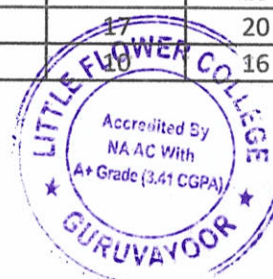
# Admission to MCA 2022

## Provisional Rank List

**Note:**

The provisional ranklist for MCA 2022 admission is published herewith. The ranklist is purely based on the marks obtained in entrance examination. The inclusion of a candidate in the rank list will not result in any claim for admission if the eligibility criteria are not met as per the prospectus.

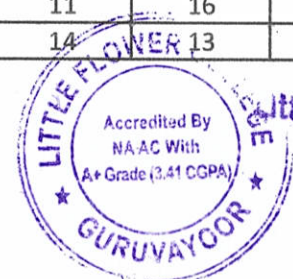
Appln. No.	Name	Communi ty	Total Marks Scored (out of 120)	Marks Scored in			Rank No
				Computer Science (out of 50)	Maths & Statistics (out of 25)	Quantitati ve Aptitude & Logical Ability (out of 25)	
2200878	SARIKA K S		90	40	16	20	1
2200996	PRANAV P	EZ	89	27	23	23	2
2200958	SWEABA VAKKAYIL SEABAN		87	38	18	17	3
2201613	RIJFAS A USMAN K P	MU	84	41	17	12	4
2203750	ABHAY KRISHNA AC		83	29	20	20	5
2200397	NIKHIL VAS		82	38	15	12	6
2203881	FATHIMA HUDHA		80	39	9	16	7
2201654	AMITH JAYAPRABAN	EZ	80	38	14	13	8
2200337	ANU SAJI	EZ	80	38	9	18	9
2200699	ASWANTH HARIDAS		79	35	15	13	10
2202616	SHIJIN C	VK	78	41	11	16	11
2201685	ANAND R NAIR		78	34	8	18	12
2201851	ABHINAV A		77	37	11	13	13
2202076	MERIN T T		77	30	15	18	14
2201363	KAJAL R S	EZ	77	29	18	15	15
2203552	ABHINAND K		76	32	12	18	16
2201121	RAHUL KRISHNA S		75	40	10	11	17
2201801	ROSHIN JAMES		75	40	7	15	18
2201643	TINA DAVIS A		75	36	13	14	19
2201796	JEWEL MATHEW		75	31	9	16	20
2202481	SANA T ANAS	MU	74	36	10	15	21
2200106	FATHIMA SANA	MU	74	36	7	14	22
2201508	ADITHYA S SEKHAR		74	35	6	17	23
2203810	VISHNUPRIYA R	BH	74	34	11	13	24
2200640	HIRAN B		74	32	13	14	25
2201855	CHRISTEENA JOY		74	24	22	13	26
2200010	ANITA JUSTIN C		74	23	17	20	27
2201800	HASNUL SANNA	MU	73	35	16	16	28



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2200090	ANAND C		68	20	16	16	123
2200758	MOHAMMED FARHAN P K	MU	67	35	12	9	124
2200852	SURAG SUNIL	BH	67	34	16	9	125
2200547	HILFA V T	MU	67	34	9	11	126
2202766	ANJANA SANTHOSH	KN	67	34	9	11	127
2203721	DEVIKA T		67	34	6	13	128
2202039	ASWIN K		67	33	11	9	129
2200696	ZEAYAD KUNJUMOHAMMED	MU	67	33	5	14	130
2201000	JITHIN K J	EZ	67	32	14	10	131
2202364	SWATHI V K	EZ	67	31	13	13	132
2202029	LAVANYA M		67	31	10	10	133
2201260	ARSHA RENJITH		67	31	8	12	134
2201699	ANJANA C A	VK	67	30	11	14	135
2200398	SNEHA SEBASTIAN		67	30	10	14	136
2201706	SREERAG P V		67	30	9	16	137
2202612	ARAVIND SEKHAR		67	30	8	14	138
2200057	SHIVA KRISHNAN R		67	30	7	16	139
2201993	VIGNESH K P		67	29	9	16	140
2201628	NITHIN KURIAN		67	29	6	15	141
2202700	AGIL GANESH		67	28	12	14	142
2201496	AMJAD HUSSAIN		67	28	11	15	143
2200511	ASWIN S		67	28	9	17	144
2203283	ABHINAND V		67	27	11	13	145
2203229	ADVAITH R RAJESH		67	25	8	17	146
2200925	ALBIN GEORGE C J		67	24	9	20	147
2200785	NISHA NAZIYA PARANGODATH	MU	67	21	12	20	148
2200743	SANMANUL FARIS A	MU	66	39	10	6	149
2203336	ANSABA R B		66	37	8	10	150
2203434	SHAHANA K V		66	36	7	9	151
2201620	SARITHA H	BH	66	35	8	12	152
2203013	ASWATHY PRAKASH	BH	66	35	2	16	153
2200879	AKHIL K THOMAS		66	34	11	9	154
2204317	VIGNESH M		66	31	13	11	155
2203237	REYVANTH M	VK	66	31	10	17	156
2203976	AMRUTHA P R	EZ	66	31	10	11	157
2201841	SARATH P		66	30	12	14	158
2203903	AMNA SHERIN MP	MU	66	30	9	13	159
2202591	AKASH K		66	29	13	11	160
2200267	MARTIN JACOB		66	29	9	12	161
2202437	ARUN J		66	28	10	14	162
2203375	ANAMIKA T K	BH	66	27	14	12	163
2204047	CIRIL MATHEW		66	27	12	15	164
2200243	GANGA REJI		66	27	9	14	165
2202264	VINAYAK P K		66	26	12	15	166
2202030	SHANA K K	MU	66	25	17	15	167
2203845	ANANDU PRASAD	EZ	66	25	11	16	168
2201127	SIDHARTH SREENIVASA MENON		66	24	14	13	169



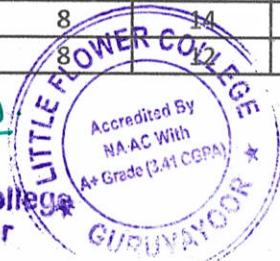
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2203912	ASWIN KRISHNA S		66	23	14	16	171
2200561	ALAN T AKKARA		66	19	18	16	172
2200974	ARAVIND MOHAN		65	35	7	9	173
2200131	KRISHNAPRIYA RADHAKRISHNAN	VK	65	33	2	14	174
2203833	GOWTHAM KUMAR	BH	65	32	10	9	175
2200781	SHYAMA PRASAD M S		65	32	9	13	176
2202482	RASIKA RAMESH K P	EZ	65	31	9	14	177
2201580	ABHIJITH P	BH	65	31	7	13	178
2200945	ROSE MARIA ANTO		65	30	11	11	179
2201358	ADITYA S		65	29	8	14	180
2201238	AKSA ANN THOMAS		65	29	7	14	181
2203770	SUDEESH E S	SC	65	28	12	11	182
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2202561	ADI VINAYAK K V		65	28	9	14	184
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2201650	HARSHITHA P M		65	27	9	16	186
2201518	AMARJITH P N		65	27	9	14	187
2203975	JERRY STEPHEN		65	26	12	16	188
2201776	DEVIKA KRISHNAN T	BH	65	26	8	18	189
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2201214	SANTIYA PETER	LC	65	25	14	13	191
2203287	M S SEBASTIAN		65	24	8	18	192
2203615	NANDAKUMAR B		65	24	7	18	193
2201370	JISHNU S NAIR		65	23	12	15	194
2202800	A P RAJASEKHARAN		65	23	5	21	195
2203075	ATHIRA MOHAN	BH	64	36	7	11	196
2201732	GOPIKA K B	EZ	64	35	9	8	197
2201856	VIDHYA S	SC	64	35	8	12	198
2201173	CHRISTINA ANTONY		64	35	7	10	199
2202344	DOMINIC K PAULRAJ		64	35	6	11	200
2202876	VARSHA U	EZ	64	34	10	7	201
2204252	TOM TONY		64	34	8	4	202
2202690	ABHIJITH R		64	33	9	14	203
2201158	ABHISHEK M	BH	64	33	6	12	204
2200551	NEENA ZYADU PALACKAL		64	32	13	15	205
2200353	BONY MATHEW THOMAS		64	32	10	11	206
2203971	ROSHIN SHAJAN		64	32	9	9	207
2202857	AKSHARA ASHOKAN		64	32	7	13	208
2200994	GAYATHRI S MENON		64	31	8	12	209
2201917	DEVA P LAL	EZ	64	31	8	11	210
2204168	GOKUL PM		64	31	7	14	211
2201142	NAVYA BINU		64	30	11	17	212
2203514	MANJIERRASREE		64	30	10	11	213
2201078	SREERAG N V		64	30	9	11	214
2200094	PADMAPRAKASH U	EZ	64	29	9	15	215
2202510	JOYAL GEORGE		64	29	6	14	216

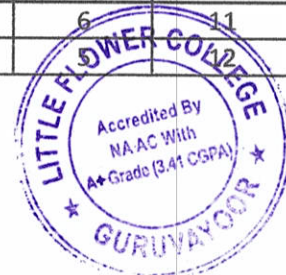


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2204067	ANIRUDHAN VALSAN	VK	64	28	10	11	219
2201014	ANAND SAI G	BH	64	28	10	11	220
2204207	JACOB JOHN		64	28	8	13	221
2201316	DALIN MATHEW		64	27	8	15	222
2201618	ALI HASIL A	MU	64	27	7	19	223
2203257	SREELEKSHMI I G		64	26	10	12	224
2201512	JOSHNA J	LC	64	25	11	18	225
2203580	SETHU SUDHEER		64	25	11	12	226
2200775	JERIN JOHN SAJIMON		64	23	14	17	227
2203267	GOUTHAMAN K R		64	23	10	21	228
2201141	LEAYA JOSEPH		64	23	9	17	229
2203258	AYISHA FAHMA K		63	37	7	10	230
2202376	AAKASH P S	EZ	63	37	6	6	231
2201268	JUVIN WILSON T		63	34	10	7	232
2200942	ZAHEER	MU	63	34	8	11	233
2200129	MOHAMMED FARHAN S	MU	63	33	10	14	234
2201978	ANSA CYRIAC		63	33	9	11	235
2202469	FATHIMA ANAS	MU	63	33	7	11	236
2200087	SWATHI S		63	33	4	12	237
2200949	FAHANA ABDUL VAHAB	MU	63	32	10	10	238
2203103	SANGEETH S	VK	63	32	6	15	239
2202281	SNEHA FRANCIS		63	32	6	14	240
2200687	ADHARSH J R		63	32	4	14	241
2200376	VINSA NARGESE	MU	63	31	8	12	242
2200575	AKSHAY K J	EZ	63	31	8	10	243
2204216	MEGHA P	EZ	63	31	7	13	244
2200226	SREEHARI J		63	31	6	13	245
2203333	AKSHAYA K SHANMUGHAM		63	30	9	9	246
2201475	ARUN JOSEPH CS	LC	63	30	6	11	247
2202152	ROHIN CYRIL	LC	63	29	8	14	248
2202361	ADITHYA J		63	29	8	13	249
2200716	FATHIMA SHABNA U	MU	63	29	8	13	250
2203203	MARIYA K J		63	28	9	17	251
2200579	DEVIKA D		63	28	9	14	252
2200238	ANNA DANTIES		63	28	9	13	253
2202655	SANJAY N S	EZ	63	28	7	15	254
2202760	MUFEEDA	MU	63	27	13	12	255
2202269	LIYA LALICHAN		63	27	12	10	256
2200333	DELNA DENNY		63	27	11	14	257
2202663	AMAL CHANDRAN	EZ	63	27	11	13	258
2200902	BHAGYA P S		63	27	9	16	259
2202294	AMRITHA S J		63	27	8	15	260
2201799	REEJA SUSAN REJI		63	27	8	15	261
2203790	ANAND VISWANATH		63	27	8	14	262
2202993	ADARSH CHANDRAN V A V	EZ	63	27	8	14	263





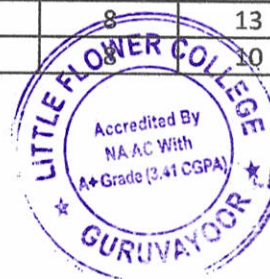
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2203108	ALLEN K THOMAS		61	28	11	10	360
2200235	ROSAMMA CHACKO		61	28	10	11	361
2200393	YEDHULA DEVI A J		61	28	10	10	362
2201305	MEGHA S G		61	28	9	12	363
2200539	OSHIN ELIZABETH JOHN		61	28	8	11	364
2201455	AMAL J A		61	28	7	12	365
2201938	ARUN MURALEEDHARAN	VK	61	28	6	14	366
2203851	JERIN JACOB VATHIKULAM		61	28	5	13	367
2200959	BASIL PAUL P		61	27	13	9	368
2200339	KRISHNAPRIYA V S		61	27	12	12	369
2203752	MITHUNA MOHAN	EZ	61	27	11	12	370
2200731	HAZEEB	MU	61	27	11	9	371
2202421	NEERAJA P		61	27	10	9	372
2201022	ASHIF	MU	61	27	9	12	373
2202331	ATHIRA MURALEEDHARAN		61	27	8	12	374
2203279	ELDHOSSE KURIAN		61	26	9	14	375
2203619	SANJAY V B		61	26	8	10	376
2202243	SAVAN FAMI S N	MU	61	25	9	12	377
2202819	KEVIN SAM MATHEW		61	24	11	13	378
2201777	ABBAS S	MU	61	24	10	13	379
2202119	ATHULYA N L	EZ	61	24	8	16	380
2204182	ALWIN SHAJU		61	24	8	14	381
2202362	AKSHAY V		61	23	8	18	382
2200141	GAYATHRY SUNIL		61	22	10	15	383
2201724	KAVYA K	EZ	61	21	14	14	384
2203296	LIMA ISSAC		61	21	12	15	385
2200638	NEERAJA MENON		61	21	10	15	386
2201630	ESTHER SARAH GEORGE		61	19	13	16	387
2202634	TINU CLARA EMMANUEL		61	16	13	18	388
2203628	FATHIMA SHIHANA S	MU	61	14	16	18	389
2200117	JOSEPH GEORGE		60	35	7	9	390
2203754	STENIYA MARIA XAVIER		60	35	6	11	391
2202245	AKHIL P A		60	35	6	10	392
2203762	HRIDYA MOHAN K	VK	60	35	4	14	393
2203193	GOPIKA KRISHNAN S		60	34	9	6	394
2200016	HRIDHYA ASHOKAN	VK	60	34	6	13	395
2200649	ASWIN T K		60	34	5	13	396
2201296	ARJUN C S		60	34	3	11	397
2202396	ASNA RIFANATH	MU	60	33	6	12	398
2202174	ALEENA GEORGE		60	33	5	11	399
2201943	MUHAMMAD NAAYIF	MU	60	32	3	12	400
2203980	PARVATHY S		60	31	8	12	401
2204116	ABHAY JOHN		60	31	5	13	402
2202577	ADI VIGNESH K V		60	30	6	11	403
2203835	MUHAMMED JAHSID P	MU	60	30			404



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2201335	DEEPENDRA M B	EZ	58	29	6	11	546
2203457	ANANDHU SANAL	VK	58	29	6	7	547
2203953	PARVATHY RAJESH	EZ	58	28	9	9	548
2201535	JELWIN GEORGE		58	28	9	9	549
2203438	REEFATH K	MU	58	28	8	12	550
2201112	NOORUL ISHA . K	MU	58	28	7	12	551
2200941	NADIYA NAVAB		58	28	7	12	552
2201567	SWATHI SURESH	EZ	58	28	7	12	553
2201044	MOHAMMED SHEKEEB K	MU	58	28	6	13	554
2201183	REJITHA K P	EZ	58	28	5	13	555
2201468	SAVIA VARGHESE		58	28	4	11	556
2200135	ANJU KRISHNA P K	BH	58	27	11	11	557
2204030	JIA ANN JAMES		58	27	11	10	558
2203716	MUSFIRA SHIRIN P	MU	58	27	9	11	559
2202135	APSARA R	EZ	58	27	9	10	560
2202594	ASHA ELSA THOMAS		58	27	9	9	561
2203546	RAJA D		58	27	8	13	562
2200618	NITHU ROBAN	LC	58	27	8	12	563
2202739	MUNEER SADHIK	MU	58	27	8	8	564
2200666	ANGEL ANDREWS		58	27	7	13	565
2201148	BINIL S L		58	27	7	10	566
2202329	ASWIN RAJ K T	EZ	58	27	6	15	567
2201361	MUHAMMED RIVAD UL KAIS	MU	58	27	6	12	568
2202656	DIPINA DINESH	EZ	58	27	6	12	569
2203600	MUHAMMED NIHAL CH		58	27	6	12	570
2202280	JAYALAKSHMI M		58	27	6	11	571
2201864	MILAN JOB		58	27	4	13	572
2200002	SHARON SHAJAN		58	26	12	11	573
2201561	SOUMYA P		58	26	10	11	574
2201714	RENJITH K S	EZ	58	26	9	12	575
2200256	FATHIMATH ZUHDA	MU	58	26	9	12	576
2201134	CHRISTO KURIYAN		58	26	9	10	577
2200725	SOORAJ R S		58	26	8	10	578
2202326	SAHEER P S		58	26	7	14	579
2202661	SIVA SANKER S		58	26	7	11	580
2202554	MERLIN MARY M	LC	58	26	7	10	581
2201153	SONA P SAJAN		58	26	6	13	582
2200904	SARATH KUMAR P		58	26	6	11	583
2200660	CHITHRA	EZ	58	26	5	14	584
2203319	SREYAS S	DV	58	26	5	12	585
2200223	HARITHA T H		58	26	3	16	586
2200583	DIYA TES JOHN		58	25	11	12	587
2201990	PADIPPURAKATTIL KIRAN		58	25	11	7	588
2203003	ANURAG T K	EZ	58	25	8	14	589
2204211	HREDUL M		58	25	8	14	590
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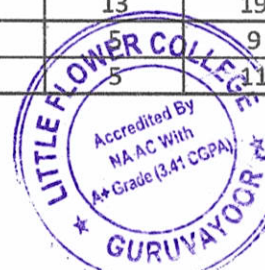
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2201646	ABHIRAMI SASIKUMAR	BH	55	28	8	7	828
2203798	ARCHANA T		55	28	7	10	829
2201375	SREEVIDYA M		55	28	7	8	830
2202607	ADLINE KJ		55	28	7	7	831
2201924	RINU REJI		55	28	5	12	832
2202712	AUSHIN BENSON		55	28	5	10	833
2204014	TONY JOSEPH		55	28	5	9	834
2202935	USMAN S	MU	55	28	5	9	835
2202563	RANA	MU	55	28	3	13	836
2201645	AJAY KRISHNAN P R	EZ	55	27	10	6	837
2200517	AMISHA M	EZ	55	27	7	12	838
2201040	FIDHA RAZAK P A	MU	55	27	5	13	839
2201003	BHAGYA BIJOY		55	27	5	11	840
2204130	ABIMON ALEX	BX	55	26	11	8	841
2203220	SREERAG P		55	26	11	7	842
2200053	NIKHIL KB	SC	55	26	11	6	843
2201111	NANDA GOPAL R		55	26	10	7	844
2203469	FABIYA NS		55	26	9	6	845
2200379	ARIFA U P	MU	55	26	8	13	846
2202288	JINCY JOY		55	26	8	12	847
2201571	RAMEESA RASHEED	MU	55	26	8	11	848
2200390	AMRUTHA K		55	26	8	10	849
2203533	SHEHEENA S	MU	55	26	8	9	850
2200954	NIBIN P PRASAD	EZ	55	26	8	7	851
2200251	MEGHA PRAVEEN		55	26	7	11	852
2204166	KARTHIK BABURAJ	BH	55	26	6	11	853
2202500	MALIK DINAR A N	MU	55	26	6	10	854
2202619	RAMDUTH RAJESH	EZ	55	26	6	10	855
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2201023	ALEN JOHN		55	26	5	9	857
2204008	ABIN SUNNY		55	26	3	14	858
2201678	VAISHNAVI DAS	EZ	55	25	12	9	859
2202954	AYUSH S LAL	EZ	55	25	11	9	860
2204077	RANIYA JUBIN	MU	55	25	10	11	861
2202938	MUHAZEENA FATHIMA	MU	55	25	10	9	862
2202999	SNEHA MOL	SC	55	25	9	10	863
2200076	VIGNESH		55	25	9	8	864
2201901	SHARON SARAH JOSEPH		55	25	8	9	865
2204201	MRUDUL BALACHANDRAN		55	25	8	6	866
2202881	FIZA FAIZAL	MU	55	25	7	10	867
2204285	ASWIN RAJ		55	25	6	13	868
2201504	RANA	MU	55	25	6	13	869
2200806	RINOY A J	LC	55	25	6	13	870
2202430	RAHUL KJ		55	25	6	13	871
2202692	ATHIRA K NAIR		55	25	5	12	872
2201273	GOKUL A M		55	25	4	10	873
2203344	ANTO ANTONY TOM		55	24			874



2201177	SUMAYYA ABDUL SALAM	MU	55	24	9	12	875
2202664	SHANISA A		55	24	9	11	876
2203797	MEENAKSHI S		55	24	9	10	877
2200842	ALLWIN JOSE		55	24	8	12	878
2200416	AKHIL K P	EZ	55	24	8	10	879
2202395	APARNA S JOY	LC	55	24	8	9	880
2202295	AMINA S	MU	55	24	7	12	881
2202077	MANIKANDAN S	SC	55	24	7	11	882
2203167	VISHNUPRIYA N V	BH	55	24	6	13	883
2201888	JOEL BENSIAR G		55	24	6	11	884
2202947	VISHNU		55	24	4	14	885
2203581	JESWIN JAMES		55	23	10	8	886
2200134	ALLEN GEORGE		55	23	10	7	887
2202505	HRIDYALAKSHMI M		55	23	8	13	888
2202863	NOUFAL NAJEEM N	MU	55	23	8	11	889
2201642	JOSIYA JOSE		55	23	8	11	890
2201240	ADITHYA S R	EZ	55	23	7	12	891
2200105	REHAN THOMAS RAJESH		55	23	7	11	892
2201006	ANGEL MARIA THOMAS		55	23	6	14	893
2200181	SNEHA A SHAJI	EZ	55	23	4	15	894
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2202960	SHAMIL MOHAMED TK	MU	55	22	10	14	897
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2201012	LEKSHMI S		55	22	10	12	899
2202979	KAVYA P		55	22	9	13	900
2203162	RESHMA S		55	22	8	15	901
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2204269	AKSHAY HARI		55	21	11	12	904
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2200056	ASWATHY KRISHNA	EZ	55	21	8	13	906
2201854	DON SEBASTIAN		55	21	8	12	907
2200052	ANU M		55	21	6	15	908
2202860	SHAHABAS AHAMMED A K	MU	55	21	6	14	909
2203836	LAVANYA P K		55	20	10	12	910
2202324	BINYA M P	EZ	55	20	9	16	911
2201689	MOHAMMED HAMDAN K	MU	55	19	12	11	912
2200651	NAKUL RAMESH	BH	55	19	8	16	913
2200826	DON P D		55	18	11	19	914
2201859	JAIN JACOB ZACHARIA		55	18	10	14	915
2201729	B SREEKUTTAN		55	18	9	14	916
2200563	ALISHA K BENNY		55	18	7	15	917
2204021	SURABHI SURESH		55	14	17	12	918
2203393	ARCHANA PRASAD	EZ	55	13	13	19	919
2202631	VIDYA E P		54	32		9	920
2203063	FATHIMA K A	MU	54	31			921



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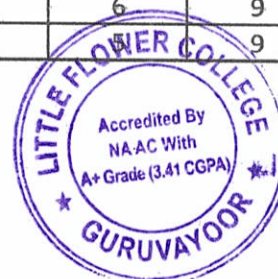
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2200058	NINNU K PRADEEP	EZ	54	29	9	10	925
2203244	SHILPA TR	EZ	54	29	8	5	926
2202103	VISHAK VIJAYAN	EZ	54	29	8	4	927
2203775	MUHSIENA K H	MU	54	29	7	8	928
2201032	PUNYA R		54	29	6	6	929
2204064	ASHIN JOSE		54	29	5	8	930
2203840	NEEL SEBASTIAN		54	29	4	8	931
2201185	TONY JOHN	LC	54	28	13	5	932
2201745	B S ASWANI		54	28	9	7	933
2201124	SHINI A S	MU	54	28	8	9	934
2202108	SREYAMOL A R	SC	54	28	8	9	935
2200518	SREEJITH SALI	EZ	54	28	7	7	936
2203888	AKSHAY JOSEPH TOMY		54	28	6	15	937
2200615	JESTY THOMAS		54	28	6	11	938
2201596	NIMITHA PRAKASH C		54	28	6	8	939
2202086	STEPHY DANIEL		54	28	5	10	940
2202818	SHYLA M		54	28	3	14	941
2202494	BINDHU L	EZ	54	28	3	9	942
2200190	AARON SAJI SAM		54	28	1	11	943
2200555	APARNA K NAIR		54	27	10	7	944
2201426	SURUMY SULTHANA		54	27	9	9	945
2201623	ADARSH RAVEENDRAN	SC	54	27	9	6	946
2200542	RAMYA M		54	27	8	10	947
2203012	ANN MARIYA SABU		54	27	6	12	948
2202227	MUHAMMED KHALEEL P A	MU	54	27	6	12	949
2202246	ATHULYA C A	EZ	54	27	6	12	950
2202910	RASNA R	EZ	54	27	6	7	951
2202986	DEVIKA	EZ	54	27	5	14	952
2201905	LAVANYA BABU		54	27	5	11	953
2201218	CHITHIRA C B		54	27	3	10	954
2202357	ARDRA JIJI	BH	54	26	10	9	955
2203501	ALWIN T GEORGE		54	26	7	5	956
2204098	VISHNU ARUN		54	26	6	13	957
2200733	DEVIKA S	BH	54	26	6	10	958
2202202	SALMA BEEGAM	MU	54	26	5	13	959
2203231	AKHIL K	EZ	54	26	5	12	960
2202666	MOHAMMED NADEEM KHAN	MU	54	26	4	13	961
2200296	SHYAMNATH NAMBIAR K K		54	26	4	9	962
2204072	GOPIKA SUDHEER	EZ	54	25	14	5	963
2201184	BIJAYDEV R		54	25	13	9	964
2202695	THOUFEER A S	MU	54	25	12	11	965
2201107	FATHIMA RISHLA P	MU	54	25	10	11	966
2200747	JINI JOSEPH		54	25	10	7	967
2202752	ARCHANA M		54	25		12	968



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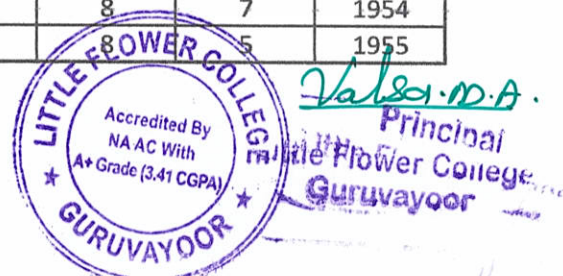
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2200922	HIRAN SIDHARTH		54	22	6	12	1017
2204191	SALEEL HISAN		54	21	11	8	1018
2200969	CHRISTY MARIYA		54	21	9	12	1019
2203425	AISWARYA S	EZ	54	21	9	11	1020
2203301	ANURAG R		54	21	8	13	1021
2204361	MARIYA ANTONY		54	21	8	13	1022
2202273	AIBAL SAJU		54	21	8	11	1023
2203066	LUDHI STANLY CHIRAYATH		54	21	6	13	1024
2203197	AJESH B NAIR		54	20	16	4	1025
2201834	NOORUL HISANA	MU	54	20	11	12	1026
2202772	ABDUL RAOOF V A		54	20	11	10	1027
2201649	B ARYA JAGISH	BH	54	20	10	14	1028
2200757	ANJALI RAJ	EZ	54	20	10	13	1029
2202350	SAYED MUHAMMED JIYAD	MU	54	20	10	11	1030
2202706	AMALA ROSE SEBASTIAN		54	20	10	11	1031
2203382	RAYHANA C R	MU	54	20	9	15	1032
2203829	JITHU S NAIR		54	20	9	14	1033
2202104	ASHNA EBRAHIM	MU	54	19	12	16	1034
2202639	ALAN V BENNY		54	19	10	14	1035
2200462	JERUSHA ANN JOHN		54	18	12	16	1036
2203371	ANNA TERESA SHAJI		54	18	12	12	1037
2203705	DENIL TOM JAISON		54	17	8	12	1038
2201532	MINI PAUL		54	15	12	15	1039
2201126	RESHMA P J		54	13	19	13	1040
2203889	ADISH VIJAYAN P K	EZ	53	32	7	9	1041
2201064	SARANYA DAS K		53	32	6	8	1042
2202275	SANDRA RAJESH	DV	53	32	2	6	1043
2202966	KARTHIKA SANTHOSH	EZ	53	31	7	7	1044
2202976	KEERTHANA BINDHURANI		53	31	6	7	1045
2200362	ADHITYA S	BH	53	31	5	9	1046
2203453	AIFUNA	MU	53	30	7	7	1047
2201130	PARVATHY J NAIR		53	30	6	8	1048
2202443	SAJITH S	EZ	53	30	6	7	1049
2200459	ARYA S		53	30	5	10	1050
2200521	ATHULYA R	EZ	53	29	8	8	1051
2201222	KRISHNAVENI K S	VK	53	29	7	7	1052
2200885	FARSANA K Y	MU	53	29	7	7	1053
2201102	S SISIRA	EZ	53	29	6	7	1054
2202336	FARHANA S F	MU	53	29	5	7	1055
2202785	SREEDEV D	SC	53	29	3	11	1056
2200567	ANJITHA RAJ		53	28	8	9	1057
2202956	JUHANA P A	MU	53	28	8	7	1058
2203512	VYSHNAV PRASAD MK		53	28	7	7	1059
2202188	FAIROOZ S	MU	53	28	7	7	1060
2201665	SANDRA DILEEP		53	28	6	9	1061
2200580	ASHIN SIBY		53	28		9	1062



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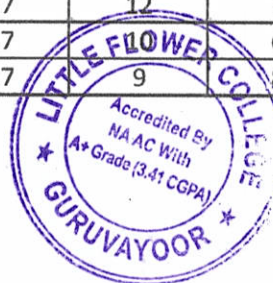


2203637	ANKITHA R NAIR		46	12	10	13	1909
2203537	ASHNA JOSE		46	9	13	17	1910
2201819	SREEHARI K K		45	28	0	4	1911
2202304	SNEHAMOL C S		45	27	4	7	1912
2201258	BEEMA SHAJI	MU	45	27	2	8	1913
2204164	ALEENA TENSON		45	26	5	4	1914
2202795	FARSEENA A P	MU	45	25	11	6	1915
2202924	HARIPRIYA V	EZ	45	25	6	4	1916
2203419	ANJANA O U		45	25	5	5	1917
2201401	AJMAL T N	MU	45	25	4	7	1918
2204197	ASWIN C S		45	25	2	8	1919
2203212	VAISHNAV VENUGOPALAN		45	25	2	8	1920
2201965	SILPA SURESH	VK	45	24	8	6	1921
2202311	ABIN THOMAS KURIAN		45	24	7	7	1922
2200295	ADITHYAN P S	EZ	45	24	7	5	1923
2203091	NEETHU P		45	24	7	5	1924
2202878	SAFWANA PM	MU	45	24	5	9	1925
2200535	AISWARYA VIJAYAN A V	EZ	45	24	5	7	1926
2203860	DANIEL SAJI VARGHESE		45	24	4	5	1927
2201427	AKSHAY T VIJAYAN	EZ	45	24	3	11	1928
2202693	ALAN ALEXANDER		45	24	3	8	1929
2202943	NAMITHA NAJEEB	MU	45	24	2	9	1930
2202008	ARJUN K ANIL		45	23	6	8	1931
2200027	SANDRA SUSAN SHAJU		45	23	5	10	1932
2202134	ANANDALAKSHMI A S	EZ	45	23	5	8	1933
2200378	JIMSHANA K	MU	45	23	5	6	1934
2200751	NOORA FATHIMA E K	MU	45	23	4	9	1935
2203549	SUJIL S	SC	45	23	3	10	1936
2202539	JOSEPH LAWRENCE		45	23	3	7	1937
2201131	SHERIN SHANAVAS	MU	45	23	2	6	1938
2202790	ANJANA GOPINATH	VK	45	22	8	6	1939
2202451	SAYED ANSARI	MU	45	22	8	3	1940
2201374	SNEHA SHAJI		45	22	7	7	1941
2203559	ABHINAV P		45	22	7	4	1942
2200558	AMEENA ASHRAF	MU	45	22	6	8	1943
2203611	ALEX BABU		45	22	6	7	1944
2200315	SREYA V SUKUMARAN		45	22	5	9	1945
2201002	NASNA THAHISIN P K		45	22	4	10	1946
2200482	SOUGANDH R S		45	22	4	9	1947
2202028	SANDRA BS	EZ	45	22	4	6	1948
2201615	SURYA S	EZ	45	22	2	11	1949
2201563	HARIKRISHNAN M		45	22	2	8	1950
2202920	VARSHA SANTHOSH		45	22	1	9	1951
2201187	SANDESH SANTHOSH		45	21	10	5	1952
2204287	BLESS JOHNSON		45	21	9	5	1953
2204208	FAZIN FIROZ		45	21	8	7	1954
2201657	SHINE S NATH		45	21		5	1955





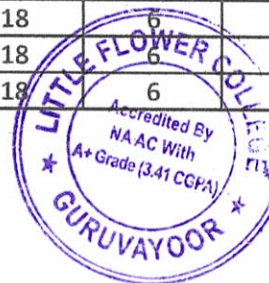
2200605	DEVU SURESH		45	21	7	10	1956
2202757	GARBIN SCARIA		45	21	7	6	1957
2202622	JOMAT JOLLY	LC	45	21	6	11	1958
2202637	IHSAN HANEEF P	MU	45	21	6	9	1959
2201793	ASWIN SHIBU	EZ	45	21	6	7	1960
2202165	ATHUL DOMINIC		45	21	5	11	1961
2203670	SOURAV S B		45	21	5	11	1962
2202533	SANGEETHA K S	EZ	45	21	5	9	1963
2200655	ROSEMIT MJ		45	21	5	8	1964
2201211	ANJALI JOHNSON		45	21	4	12	1965
2202673	ABHINANDH V		45	21	4	10	1966
2200458	MANEESHA MV		45	21	3	10	1967
2201245	PARVATHY PUSHPAKUMAR	EZ	45	20	9	9	1968
2202488	MUHAMMED HASHIM M	MU	45	20	9	7	1969
2202916	ANJU KRISHNA K R	EZ	45	20	8	10	1970
2201394	AALIYA M SHANEZ	MU	45	20	8	8	1971
2202335	ANANTHU LAL		45	20	8	6	1972
2202684	AKHILA BINU		45	20	7	10	1973
2202521	PREETHIKA HARIDAS	BH	45	20	6	9	1974
2202647	MELVIN ALEX		45	20	5	12	1975
2202741	KEERTHI R		45	20	5	9	1976
2201562	SONU SAJI VARGHESE		45	20	5	8	1977
2200192	ASWIN BINU		45	20	4	10	1978
2202831	BIBIN THOMAS		45	20	4	10	1979
2201412	THOTTATHIKKUDI SAIF T A MUH	MU	45	20	3	8	1980
2202215	DINSA K J		45	19	10	8	1981
2200104	ALEENA N J		45	19	9	9	1982
2202502	NAVANEETH S	SC	45	19	9	6	1983
2203422	SREERAJ RAMACHANDRAN	VK	45	19	8	9	1984
2200665	ANTO MJ		45	19	8	7	1985
2202618	RIMSHA SHAMSUDEEN P	MU	45	19	7	10	1986
2201707	VARGHESE JOSH Y		45	19	7	8	1987
2202625	AMRUTHA SHAJI S	EZ	45	19	6	12	1988
2200196	KARTHIK S		45	19	6	8	1989
2201024	VYSAKH P K	BH	45	19	5	11	1990
2203808	ARYA KRISHNAN P		45	19	5	10	1991
2200035	AISWARYA RAMACHANDRAN	EZ	45	18	10	6	1992
2200839	SOORAJ T S	VK	45	18	9	8	1993
2203262	ROSA DAVIS		45	18	9	6	1994
2203737	AKSHAYA DAVIS		45	18	8	10	1995
2200170	SWATHI KRISHNA	BH	45	18	7	12	1996
2203156	SHAHAZIN P S		45	18	6	11	1997
2200884	KRISHNENDHU KS		45	18	4	9	1998
2202020	PRESTEENA HELEN K J	LC	45	17	13	6	1999
2203951	HAMNA FARZEEN K	MU	45	17	12	7	2000
2201079	MUNAVIRA K M	MU	45	17		6	2001
2203896	ALWIN JAISON		45	17	9	8	2002



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2203871	REVATHI K		41	17	8	6	2332
2201267	SHANAMOL ALUNGAL	MU	41	17	7	9	2333
2203086	HIMA C O		41	17	7	9	2334
2203447	AFNA K	MU	41	17	7	5	2335
2200644	SHAHANA FATHIMA P	MU	41	17	6	7	2336
2200322	MESHMOOM K M	MU	41	17	5	10	2337
2202470	FARZANA F	MU	41	17	5	7	2338
2200099	ANOOP JOJI		41	17	2	9	2339
2201431	SHEGA RAHOOF A K		41	16	10	5	2340
2200756	AMIN SCARIA		41	16	8	7	2341
2201950	AYISHA SAHANA K	MU	41	16	7	10	2342
2202360	ANU M A		41	15	10	8	2343
2203284	SREEKANTH SATHEESH	EZ	41	15	2	12	2344
2200793	ANINA ELIZEBETH		41	14	7	8	2345
2203817	MUHAMMED LIYAKATH N	MU	41	14	6	11	2346
2201277	BASIL KUNJUMON		41	11	8	11	2347
2200234	ABHIJITH S		41	9	3	17	2348
2203168	BHANUPRABHA K P	BH	40	23	7	0	2349
2203040	MALU G		40	23	3	5	2350
2200078	SAFIRA P N	MU	40	22	7	7	2351
2203668	MURSHIDA C	MU	40	22	6	6	2352
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2204140	THEJAL JAMES		40	21	6	5	2354
2203426	AMARNATH P S		40	21	5	5	2355
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2200274	MOHAMED VASIM AZAD		40	21	4	8	2357
2202887	AN MARIA WILSON		40	21	3	7	2358
2201450	MOHAMED SHARUK B		40	21	2	5	2359
2203017	ARAVIND AS	BH	40	21	1	10	2360
2202035	ARUNDHATHI V S	SC	40	20	7	5	2361
2201197	ALEENA SHIJO		40	20	5	8	2362
2202377	KARTHIK BABU		40	20	5	4	2363
2200875	FATHIMA JALEEL N P	MU	40	20	2	9	2364
2204115	LAKSHMI K ANILKUMAR		40	20	2	9	2365
2202751	AVRIL SANIYO CORREYA	LC	40	19	8	5	2366
2202890	ABHIRAMI T A	KU	40	19	8	3	2367
2201923	VISHAL P S		40	19	6	5	2368
2201568	NANDANA S S		40	19	5	9	2369
2203921	HARITHA H		40	19	4	10	2370
2201598	RAIS AFSHAN C P		40	19	3	7	2371
2202475	SUHAS M B	MU	40	19	3	7	2372
2203299	SRUTHY S		40	19	3	7	2373
2203282	GOWTHEMKRISHNA R		40	18	10	7	2374
2202236	JOBIT THOMAS		40	18	8	6	2375
2201849	RUKSANA N	MU	40	18	6	8	2376
2201227	BINTA MOL VIJAYAN		40	18	6	6	2377
2203940	ASWIN K J	EZ	40	18	6	6	2378



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Phone : +91 0471 2324396 Fax: +91 471 2337055, Email: allotment.lbs@kerala.gov.in

### ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

Name :	ROSEMIT MJ		
Application No:	2200655		
Roll No.:	22201202		
Venue	SACRED HEART COLLEGE, THEVARA, KOCHI 682 013		
Date of Test	12/06/2022		
Reporting Time	9.30 AM	Time of Test	

Signature of the Candidate  
(in the presence of the Invigilator)

Thiruvananthapuram  
06-June-2022

(See next page for instructions)

Signature of the Invigilator



DIRECTOR



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### ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022		
Roll No.	NAME	Date of Test
22201202	ROSEMIT MJ	12/06/2022

Director

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Principal  
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## ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

Name :	ANGEL C J		
Application No:	2202306		
Roll No.:	22202315		
Venue	SACRED HEART HSS, THEVARA, KOCHI-13		
Date of Test	12/06/2022		
Reporting Time	9.30 AM	Time of Test 10.00 AM to 12.00 NOON	

Signature of the Candidate  
(in the presence of the Invigilator)

Thiruvananthapuram  
06-June-2022

(See next page for instructions)

Signature of the Invigilator

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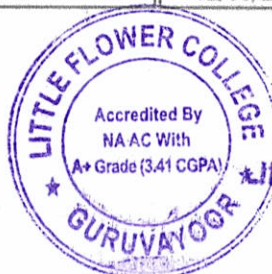
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## ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022		
Roll No.	NAME	Date of Test
22202315	ANGEL C J	12/06/2022



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### ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

<b>Name :</b>	ANJANA C A		
<b>Application No:</b>	2201699		
<b>Roll No.:</b>	22202076		
<b>Venue</b>	SACRED HEART HSS, THEVARA, KOCHI-13		
<b>Date of Test</b>	12/06/2022		
<b>Reporting Time</b>	9.30 AM	<b>Time of Test</b>	

**Signature of the Candidate**  
(in the presence of the Invigilator)

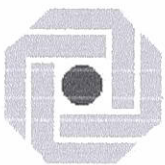
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06-June-2022

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**Signature of the Invigilator**



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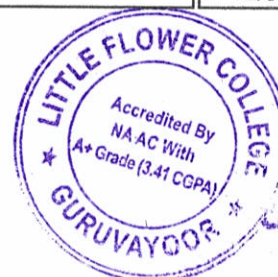
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### ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022		
Roll No.	NAME	Date of Test
22202076	ANJANA C A	12/06/2022



  
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### ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

Name :	ATHULAY N L		
Application No:	2202119		
Roll No.:	22301307		
Venue	GOVT VHSS FOR GIRLS, NADAKKAVU, KOZHIKODE 673 011		
Date of Test	12/06/2022		
Reporting Time	9.30 AM	Time of Test	

Signature of the Candidate  
(in the presence of the Invigilator)

Thiruvananthapuram  
06-June-2022

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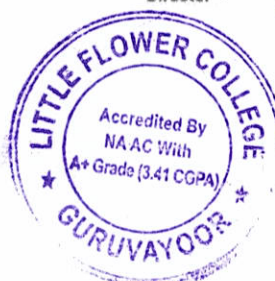
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### ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022		
Roll No.	NAME	Date of Test
22301307	ATHULAY N L	12/06/2022

Director



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### ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

<b>Name :</b>	FAHANA ABDUL VAHAB		
<b>Application No:</b>	2200949		
<b>Roll No.:</b>	22201307		
<b>Venue</b>	SACRED HEART COLLEGE, THEVARA, KOCHI 682 013		
<b>Date of Test</b>	12/06/2022		
<b>Reporting Time</b>	9.30 AM	<b>Time of Test</b>	

**Signature of the Candidate**  
(in the presence of the Invigilator)

Thiruvananthapuram  
06-June-2022

(See next page for instructions)

**Signature of the Invigilator**

  
**DIRECTOR**



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### ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022		
Roll No.	NAME	Date of Test
22201307	FAHANA ABDUL VAHAB	12/06/2022



  
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### ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

Name :	GOPIKA K B		
Application No:	2201732		
Roll No.:	22301262		
Venue	GOVT VHSS FOR GIRLS, NADAKKAVU, KOZHIKODE 673 011		
Date of Test	12/06/2022		
Reporting Time	9.30 AM	Time of Test	

Signature of the Candidate  
(in the presence of the Invigilator)

Thiruvananthapuram  
06-June-2022

(See next page for instructions)

Signature of the Invigilator

  
DIRECTOR



## LBS Centre for Science & Technology

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Phone :: +91 0471 2324396 Fax: +91 471 2337055, Email:

allotment.lbs@kerala.gov.in

### ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022		
Roll No.	NAME	Date of Test
22301262	GOPIKA K B	12/06/2022

  
Director



*Valsa M.A.*  
Principal  
Little Flower College  
Guruvayoor





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### ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

<b>Name :</b>	JOSIYA JOSE		
<b>Application No:</b>	2201642		
<b>Roll No.:</b>	22202059		
<b>Venue</b>	SACRED HEART HSS, THEVARA, KOCHI-13		
<b>Date of Test</b>	12/06/2022		
<b>Reporting Time</b>	9.30 PM	<b>Time of Test</b>	

**Signature of the Candidate**  
(in the presence of the Invigilator)

Thiruvananthapuram  
06-June-2022

(See next page for instructions)

**Signature of the Invigilator**

**DIRECTOR**



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### ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022		
Roll No.	NAME	Date of Test
22202059	JOSIYA JOSE	12/06/2022

**Director**



**Principal**  
Little Flower College  
Guruvayoor



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## ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

Name :	NIMITHA PRAKASH C		
Application No:	2201596		
Roll No.:	22301238		
Venue	GOVT VHSS FOR GIRLS, NADAKKAVU, KOZHIKODE 673 011		
Date of Test	12/06/2022		
Reporting Time	9.30 PM	Time of Test	

Signature of the Candidate  
(in the presence of the Invigilator)

Thiruvananthapuram  
06-June-2022

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Signature of the Invigilator

  
DIRECTOR



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## ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022		
Roll No.	NAME	Date of Test
22301238	NIMITHA PRAKASH C	12/06/2022



  
Director

  
Principal  
Little Flower College  
Guruvayoor





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allotment.lbs@kerala.gov.in

## ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

Name :	RIMSHA SHAMSUDEEN P		
Application No:	2202618		
Roll No.:	22202433		
Venue	SACRED HEART HSS, THEVARA, KOCHI-13		
Date of Test	12/06/2022		
Reporting Time	9.30 PM	Time of Test	

Signature of the Candidate  
(in the presence of the Invigilator)

Thiruvananthapuram  
06-June-2022

(See next page for instructions)

Signature of the Invigilator

  
DIRECTOR



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## ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022		
Roll No.	NAME	Date of Test
22202433	RIMSHA SHAMSUDEEN P	12/06/2022

  
Director

*Valsa M.A.*  
Principal  
Little Flower College  
Guruvayoor



### INSTRUCTIONS TO THE CANDIDATES

- Admission to the entrance test is purely provisional and will not confer any claim for admission unless other conditions are satisfied. Candidate not fulfilling the minimum eligibility criteria notified shall not appear for the test.
- The written test consists of 120 objective type questions to be answered in 120 minutes. The details of marking the answer on the OMR answer sheet are given in Clause 11.
- The candidate should report at the venue of the test with this Admission Ticket half an hour before the commencement of the test, for verification of identity. No candidate will be admitted for the test without producing the Admission Ticket.
- The candidate should affix his/her recent passport size photograph (self attested) in the space provided on the



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## ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

Name :	SAFWANA PM
Application No:	2202878
Roll No.:	22301430
Venue	GOVT VHSS FOR GIRLS, NADAKKAVU, KOZHICODE 673 011
Date of Test	12/06/2022
Reporting Time	9.30 AM
Time of Test	10.00 AM to 12.00 NOON



Signature of the Candidate  
(in the presence of the invigilator)

Thiruvananthapuram  
06-June-2022

(See next page for instructions)

Signature of the Invigilator

DIRECTOR



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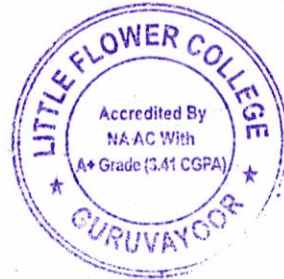
## ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022	
Roll No.	NAME
22301430	SAFWANA PM
	Date of Test
	12/06/2022

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Principal  
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### ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

<b>Name :</b>	<b>SARANYA DAS K</b>		
<b>Application No:</b>	<b>2201064</b>		
<b>Roll No.:</b>	<b>22301153</b>		
<b>Venue</b>	<b>GOVT VHSS FOR GIRLS, NADAKKAVU, KOZHIKODE 673 011</b>		
<b>Date of Test</b>	<b>12/06/2022</b>		
<b>Reporting Time</b>	<b>9.30 AM</b>	<b>Time of Test</b>	

**Signature of the Candidate**  
(in the presence of the Invigilator)

Thiruvananthapuram  
06-June-2022

(See next page for instructions)

**Signature of the Invigilator**

**DIRECTOR**



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### ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022		
Roll No.	NAME	Date of Test
22301153	SARANYA DAS K	12/06/2022

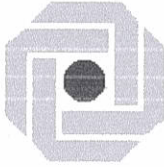


Director

*Valsa D.A.*

Principal

Little Flower College  
Guruvayoor



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### ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

<b>Name :</b>	<b>SWEABA VAKKAYIL SEABAN</b>		
<b>Application No:</b>	<b>2200958</b>		
<b>Roll No.:</b>	<b>22301139</b>		
<b>Venue</b>	<b>GOVT VHSS FOR GIRLS, NADAKKAVU, KOZHIKODE 673 011</b>		
<b>Date of Test</b>	<b>12/06/2022</b>		
<b>Reporting Time</b>	<b>9.30 PM</b>	<b>Time of Test</b>	

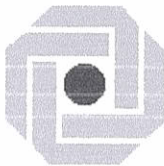
**Signature of the Candidate**  
(in the presence of the Invigilator)

**Thiruvananthapuram**  
**06-June-2022**

(See next page for instructions)

**Signature of the Invigilator**

**DIRECTOR**



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### ADMISSION TICKET - COUNTERFOIL

<b>ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022</b>		
<b>Roll No.</b>	<b>NAME</b>	<b>Date of Test</b>
22301139	SWEABA VAKKAYIL SEABAN	12/06/2022



**Director**

**Principal**

**Little Flower College**  
**Guruvayoor**





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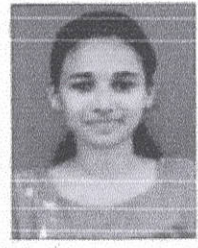
Extra Police Road, Nandavanam, Palayam, Thiruvananthapuram

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allotment.lbs@kerala.gov.in

## ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

Name :	ANINA ELIZBETH		
Application No:	2200793		
Roll No.:	22201250		
Venue	SACRED HEART COLLEGE, THEVARA, KOCHI 682 013		
Date of Test	12/06/2022		
Reporting Time	9.30 AM	Time of Test 10.00 AM to 12.00 NOON	

Signature of the Candidate  
(in the presence of the Invigilator)

Signature of the Invigilator

Thiruvananthapuram  
06-June-2022

(See next page for instructions)

DIRECTOR



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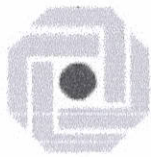
## ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022		
Roll No.	NAME	Date of Test
22201250	ANINA ELIZBETH	12/06/2022



Director

*Valsan P. A.*  
Principal  
Little Flower College  
GURUVAYOOR



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Thiruvananthapuram

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allotment.lbs@kerala.gov.in

## ADMISSION TICKET

With reference to your application for admission to **MCA Degree Course 2022**, you are requested to appear for an Objective Type Test (OMR valuation) as per the date and time noted below.

Name :	SREEVIDYA M		
Application No:	2201375		
Roll No.:	22301202		
Venue	GOVT VHSS FOR GIRLS, NADAKKAVU, KOZHIKODE 673 011		
Date of Test	12/06/2022		
Reporting Time	9.30 AM	Time of Test	

Signature of the Candidate  
(in the presence of the Invigilator)

Signature of the Invigilator

Thiruvananthapuram  
06-June-2022

(See next page for instructions)

DIRECTOR



# LBS Centre for Science & Technology

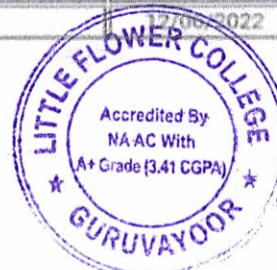
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Thiruvananthapuram

Phone :: +91 0471 2324396 Fax: +91 471 2337055, Email:  
allotment.lbs@kerala.gov.in

## ADMISSION TICKET - COUNTERFOIL

ENTRANCE TEST FOR ADMISSION TO MCA DEGREE COURSE - 2022		
Roll No.	NAME	Date of Test
22301202	SREEVIDYA M	12/06/2022



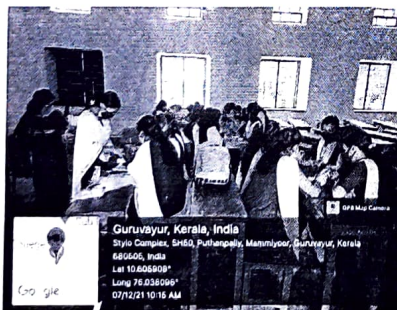
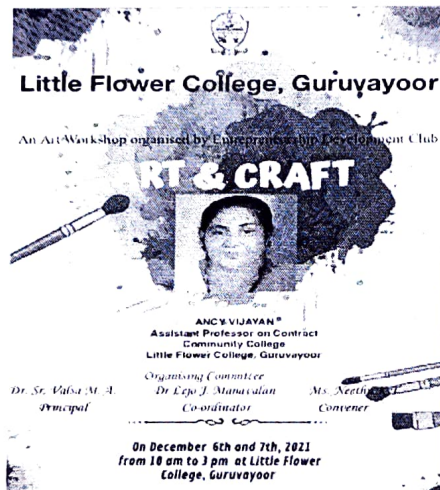
*Valsa M.A.*  
Principal  
Little Flower College  
Guruvayoor



## Art and Craft

ED Club - Little Flower College, Guruvayoor

E D Club of Little Flower College Guruvayoor in association with its community College Conducted a 2 day workshop Fabric Painting, Flower Making and Bead art on 6th and 7th December, 2021 at Little flower college, Guruvayoor. Mrs Ancy Vijayan a teacher of the Community College led the workshop

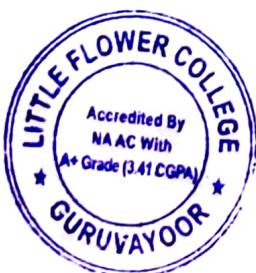
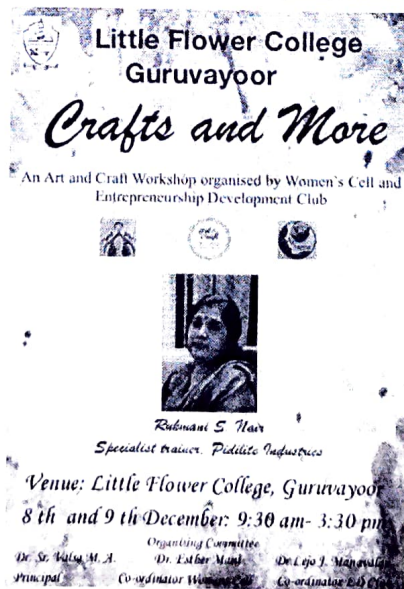


*Valsa M. A.*  
Principal  
Little Flower College  
Guruvayoor

## ***Craft and More***

ED Club - Little Flower College, Guruvayoor

**E D Club and Womens Cell of Little Flower College Guruvayoor in association with Fevicryl co. Ltd. Conducted a 2 day workshop Fabric Painting, Bottle Art and Clay Moulding Art from 8th to 9 the December, 2021. Mrs. Rugmini S Nair a registered certified Specialist Trainer with Pidilite Industries led the workshop**



*Valia M.A.*  
Principal  
Little Flower College  
Guruvayoor



## *Art Workshop*

ED Club - Little Flower College, Guruvayoor

A follow up workshop on art and crafts was conducted by Ms. Harita of Pidilite Industries introduced the students to further more crafts on 28.2.2022.



*Valsa M.A.*  
Principal  
Little Flower College  
Guruvayoor

## Entrepreneurship Awareness Programme ED Club Little Flower College, Guruvayoor

ED Club A Memorandum of Understanding was signed between Little Flower College, Guruvayoor and ICT Academy through E D Club. Under the MOU an Entrepreneurship Awareness Programme was conducted on 28 Dec, 2021 was conducted by ICT Academy in which Our College Students Participated a follow up Campaign was conducted on 23.2.2022






### GET AHEAD! GET STARTED!!



#### ASPIRING ENTREPRENEURS PROGRAM 2021

ENTREPRENEURSHIP AWARENESS CAMPAIGN

CLUSTER: THRISSUR (Batch 04)

28 DEC 2021 (Tuesday) | 09:30 AM - 01:30 PM

EXPERTS SESSION BY



**Dr. Pradeep Kumar**  
CEO, FINE



**Dr. Ravi Kumar**  
Head, Digital Marketing, Tula Group of Institutions, Thrissur



**Dr. Ravi Kumar**  
Chairman, Thrissur District Milk Producers' Cooperative Societies Union



**Vijaya R.A.**  
Head, Business Development, CT Academy

COORDINATOR



**Anand Babu Periyaram**  
Entrepreneur, Corporate & Government Relations, IIT Madras

NOTE:

- \* The link to participate in the session will be sent your registered mail id.
- \* This Program is Exclusive for registered participants of AEP2021.

[www.ictacademy.in/aep2021](http://www.ictacademy.in/aep2021)

*Valsa D.A.*  
Principal  
Little Flower College  
Guruvayoor

<https://docs.google.com/document/d/1e5oHNh-iTwBgtZHN67pRTAdS75cP5ZDZECaTGc5LM8/edit#>

1/1