



TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Susan Mathews, is an employee of Identitymine Software Private Limited as Software Engineer since 13 July, 2015. Her Annual CTC is Rs. 3,30,000.00 (Indian Rupees Three Lakhs Thirty Thousand only).

This letter is issued upon the request of Ms. Susan Mathews, to submit to the Placement Cell of her college (Sree Buddha College of Engineering, Pattoor, Nooranad).

If you have any questions about her, please feel free to contact our HR Manager, Ms. Reshma Sabu (Mobile No- 09611108635).

Thanking you,

Yours Faithfully,

For Identitymine Software Private Limited


Human Resources



Anu James

04-January-2016

Kochi-19

Dear **Sujit S Nair**,

Welcome to the US Technology Family!

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

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

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

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

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

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

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

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

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

If our offer of employment, subject to the terms and conditions above, is acceptable to you, please return a duplicate copy of this letter with your signature signifying your acceptance of the above terms on or before **11-SEP-2015**. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn. Subsequent to your acceptance of these terms, you will be intimated the structure, content and the date of commencement of your Training Period by e-mail.

Sincerely,

For **US Technology International Pvt Ltd**

Name of the signatory
Designation

Understood & Accepted
Sujit S Nair

Encl : Annexure 1
Annexure 2

Annexure 1

Annual salary break-up

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

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

Annexure 2

Documents to be furnished at the time of joining

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

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

* * * * *



Dhanamjayan P.R <dhanamjayan.pr@gmail.com>

Fwd: Congratulations!!! Offer from TATA ELXSI


1 message

Neethu Judy <neethumaryjudy@gmail.com>
To: "Dhanamjayan P.R" <dhanamjayan.pr@gmail.com>

Thu, Aug 30, 2018 at 2:41 PM

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

From: **Abhiram** <abhiram@tataelxsi.co.in>
Date: Fri, Jul 10, 2015, 12:42 PM
Subject: Congratulations!!! Offer from TATA ELXSI
To: <neethumaryjudy@gmail.com>

 Description: cid:image001.jpg@01CF2F01.7599CC00

Dear Neethu,

Congratulations!!!

We are pleased to offer you the position of Senior Engineer with us here at Tata Elxsi. We hope you will enjoy your role and make a significant contribution to the success of the business.

You are requested to collect your hardcopy of the letter on the Date of Joining (17th August -15) at the below mentioned venue.

Venue : TATA ELXSI

Neyyar ,Technopark Campus

Kariyavattom,Trivandrum – 695581

Date : 17th August -15

Reporting Time : 9:00 AM

Joining Location : Trivandrum

Contact Person : Praveen Kumar V / Arya Suresh

Salary Breakup Details

Name :	Neethu Mary Judy
Level :	E
Designation:	Senior Engineer
Location:	Trivandrum
	Amount in INR
Basic	4,500
House Rent Allowance	2,250
Statutory Bonus*	700
Flexible Benefit Plan**	13,044
Monthly Salary	20,494
Medical Reimbursement***	15,000
<u>Deferred Benefits (Annualised)</u>	
Provident Fund (As per the PF Act 1952)	6,480
Gratuity (As per the Gratuity Act 1972)	2,596

Congratulations!!! Offer from TATA ELXSI

1 message

Abhiram <abhiram@tataelxsi.co.in>
To: dhanamjayan.pr@gmail.com

Fri, Jul 10, 2015 at 12:41 PM



Dear Dhanamjayan,

Congratulations!!!

We are pleased to offer you the position of Senior Engineer with us here at Tata Elxsi. We hope you will enjoy your role and make a significant contribution to the success of the business.

You are requested to collect your hardcopy of the letter on the Date of Joining (17th August -15) at the below mentioned venue

Venue : TATA ELXSI
Neyyar ,Technopark Campus
Kariyavattom,Trivandrum – 695581

Date : 17th August -15
Reporting Time : 9:00 AM
Joining Location : Trivandrum

Contact Person : Praveen Kumar V / Arya Suresh

Salary Breakup Details

Name :	Dhanamjayan P R
Level :	E
Designation:	Senior Engineer
Location:	Trivandrum
	Amount in INR
Basic	4,500
House Rent Allowance	2,250
Statutory Bonus*	700

9/9/2018

Gmail - Congratulations!!! Offer from TATA ELXSI

Flexible Benefit Plan**	13,044
Monthly Salary	20,494
Medical Reimbursement***	15,000
<u>Deferred Benefits (Annualised)</u>	
Provident Fund (As per the PF Act 1952)	6,480
Gratuity (As per the Gratuity Act 1972)	2,596
Annual Gross Salary	270,004

Medical Insurance (Hospitalization) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

*** Prorate reimbursement at the end of each quarter on submission of bills. In absence of bills this amount may be added to the total income for the purpose of tax.

Note:

- Attached is the pre joining preparatory topics, please prepare on the same.
- If you are an outstation candidate, please make your own arrangements for accommodation.
- Joining formalities will not be carried out, if you fail to produce any of the above listed documents on the day of joining.
- Hardcopy of the offer letter would be given on the date of joining.

Other required information will be given to you on the date of joining.

Looking forward to your joining the TATA ELXSI FAMILY!

Dear Surayya A Rahman

Welcome to the US Technology Family!

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

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Sincerely,

For **US Technology International Pvt Ltd**

Name of the signatory
Designation

Understood & Accepted
Surayya A Rahman

Encl : Annexure 1
Annexure 2

Dear Sharanya Krishnan S

Welcome to the US Technology Family!

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

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Sincerely,

For **US Technology International Pvt Ltd**

Name of the signatory
Designation

Understood & Accepted

Sharanya Krishnan S

Encl : Annexure 1
Annexure 2

Dear Nuel Sam,

Welcome to the US Technology Family!

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Sincerely,

For **US Technology International Pvt Ltd**

Name of the signatory
Designation

Understood & Accepted
Nuel Sam

Encl : Annexure 1
Annexure 2

Dear Josy Joy

Welcome to the US Technology Family!

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Sincerely,

For **US Technology International Pvt Ltd**

Name of the signatory
Designation

Understood & Accepted

Josy Joy

Encl : Annexure 1
Annexure 2

Dear Divya S Nair

Welcome to the US Technology Family!

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Sincerely,

For **US Technology International Pvt Ltd**

Name of the signatory
Designation

Understood & Accepted

Divya S Nair

Encl : Annexure 1
Annexure 2

Dear C V Anjitha Sreedhar,

Welcome to the US Technology Family!

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

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

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

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

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

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

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

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

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

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

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

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

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Sincerely,

For **US Technology International Pvt Ltd**

Name of the signatory
Designation

Encl : Annexure 1
Annexure 2

Understood & Accepted

C V Anjitha Sreedhar

Dear Anaswara S

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Sincerely,

For **US Technology International Pvt Ltd**

Name of the signatory
Designation

Understood & Accepted
Anaswara S

Encl : Annexure 1
Annexure 2