

Abhilash Janardhana
Bangalore

Dear Abhilash,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **Business Development Executive**, in **G12** on the following terms and conditions:

Your Employee Code is **10080214**.

Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **03-07-2019** and your place of posting is **Mangalore**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

Compensation

Your consolidated compensation per annum on Cost to Company basis is **Rs. 259000 (Two lakh fifty nine thousand only)**.

The details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.17000 /-p.m.	102000
2	Revised Salary - After Six Months*	Rs.20000 /-p.m.	120000
	Performance Cum Retention Bonus**	Amount	
3	End of 6 Months - One month Salary	17000	17000
4	End of 12 Months - One month Salary	20000	20000
	Total CTC per annum		259000

* **Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the **end of 6 months** and **12 months** after successful completion of probation in writing.

Further details are given in the **Annexure**.

Incentive or Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active on the Incentive payout date. Further, Incentive payout during the notice period shall be determined by the company.

Probation

You shall be on probation for a period of six months from the date of your joining. On satisfactory completion of the probationary period, your services will be confirmed in writing. You will be deemed to be on probation until issuance of confirmation letter.

Hours of Work

You shall abide by the policy on working days and working hours as applicable to you and this can be reviewed from time to time based on business exigencies. You shall have no objection to working on shifts or staggered shift duty hours, if required.

Good Faith and Confidentiality

During your employment with the Company, you will devote the whole of your energies to your work and you will not - directly or indirectly - carry on or engage or be interested in any other business or trade or employment or project or assignment of any nature, regardless of whether it has a monetary benefit or not.

You shall not induce, recruit or solicit, either directly or indirectly, any employee or client or customer of the Company for a period of 12 months from the date of your separation from the Company.

You shall keep all confidential information that comes to your knowledge during your employment with us and shall not use or disclose or attempt to disclose any of the secrets or confidential information of the Company or its subsidiaries or associated companies to any person - internal or external - or to any agency or entity, except as authorized or required by your duties.

You will be also responsible for the safekeeping and return in good condition and order, of all Company assets - hardware and software - including Books, Documents, Files, Digital products like CD's and DVD's, Credit and Debit Cards, Passwords or Authorization Codes, etc., which will be in your use, custody or charge during your employment with us.

Inventions and Patents

All inventions, creations, developments, improvements and any or all work done by you either during your employment with the Company shall remain the property of and singly or jointly during vested in the Company.

The Company reserves the right to obtain copy right or patent registration of any invention, creation, development or improvement of any work done by you either singly or jointly during your employment with us.

You will execute all papers and documents that may be necessary to obtain patents or copyrights in favour of the Company.

Termination of Employment

Your services may be terminated any time during the probationary period by giving 15 days notice in writing by either side and without assigning any reasons thereof.

Your services may be terminated after confirmation by giving 30 days notice in writing by either side in accordance with Notice Period Policy.

If you leave the employment of the company without giving the required notice as per Notice Period Policy, then you will have to pay the payment in lieu of notice period, otherwise, we shall have the right to recover/deduct/adjust the same from your salary/legal dues, if any, against the unserved notice period as per Notice Period Policy and any other dues payable by you to the company.

In case of absconding or unauthorized absence from work or non-submission of resignation as per Exit Policy, the Company reserves the right to hold all your legal dues till all the formalities will be completed and also recover/deduct/adjust the same from your legal dues, if any other dues payable by you to the company.

Jurisdiction

It is agreed that all disputes between you and the Company shall have jurisdiction of the courts in Mumbai. All other terms and conditions shall be as per the general or specific rules of the Company in force from time to time.

Period of Employment

The age of retirement shall be 58 years and on superannuation you shall be entitled to such benefits as are available under the law and/or the rules framed by the Company.

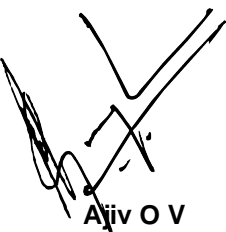
General

Please note that individual salary is a confidential matter and not to be discussed with any other employee.

You will keep us informed of any change in your mobile phone number or your residential address or your marital status.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms and conditions contained therein.

Yours sincerely,
For Just Dial Ltd.



Ajiv O V

Head - Human Resources, Bangalore

Annexure:-

Just Dial Ltd. - Compensation Package

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Abhilash Janardhana	
Department	Sales	
Grade	G12	
Designation	Business Development Executive	
Effective Date	03-07-2019	
CTC	259000/- per annum	
Pay structure	CTC	Revised CTC
Fixed Components		
Basic	5100	6000
House Rent Allowance (HRA)	3060	3600
Departmental Allowance	2125	2500
Desk Allowance	2125	2500
Personal Allowance	1883	2215
Salary (C1)	14293	16815
Statutory Components		
Employer PF Contribution	612	612
Employer ESIC Contribution	679	799
Benifits(c2)	1291	1519
Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	0	0
Statutory Bonus	1416	1666
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	17000	20000
Deductions		
Employee PF Contribution	612	720
Employee ESIC Contribution	251	295
Total Deductions (b)	863	1015
Net Take Home {a - b - C2}	14846	17466
Total CTC	17000	20000

* Net Take Home is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,

For Just Dial Limited

Ajiv O V

Head - Human Resources, Bangalore

Ashelle



THE MANGALORE JESUIT EDUCATIONAL SOCIETY (R)

ST. ALOYSIUS COLLEGE, P.B. 720, MANGALORE - 575 003.
Ph : (0824) 2449706 / 07 / 49 E-mail : mjesoffice@gmail.com

03.08.2020

Ms Ashelle Piola Mascarenhas
#3-108 M 2
Nithyadhar Nagar
Permannur
Mangalore 575017

Dear Ms Ashelle,

Ref: Your appointment to the post of MJES Office Secretary at St. Aloysius.

With reference to your application dated 23.07.2020, you are appointed as Office Secretary on probation for a period of two years from 3rd August 2020.

During this period your total salary will be Rs. 19,510/- which includes PF & ESI benefits. Based on the evaluation you will be confirmed after two years of Probation.

You will abide by the service rules of MJES, a copy of which is given to you.

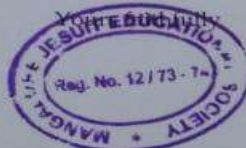
Your duty hours will be from 8.30am to 5.00pm with a lunch break, Monday to Friday and from 8.30am to 1.00pm on Saturdays, You will have Sunday as weekly holiday.

If you have to leave the job due to unavoidable circumstances, you need to give one month's notice to the management and then train the new recruit for at least two weeks.

St. Aloysius has its own ethos, heritage and traditions. We exhort you imbibe that spirit of "Lucet et Ardet" (Shine to Enkindle) where we work for the integral development of students without counting the cost and give without looking for reward. You will truly enjoy your vocation as Office Secretary, at the MJES central office at St. Aloysius by giving your dedicated service.

We wish you a fruitful stay and job satisfaction in your work.

Fr. Dionysius Vaz SJ
Vice President



Fr. Winnifred Denzil Lobo SJ
Secretary & Treasurer

I have read and understood the terms and conditions of my appointment and I agree to abide by them.

Signature:

Date: 03/08/2020

David



Gavin



Kyathi



Melita



Nihhil



OFFER OF EMPLOYMENT

Dear **Nikil Rithesh**,

With reference to your application, we are pleased to offer you employment at Hydra in Kuwait as a Accountant with the following terms and conditions:

<u>Remuneration</u>	<u>Terms</u>
Position	Accountant
Reporting	CEO
Status	Full-Time Contract
Net salary	350 KWD Per Month
Contract Period	2 years
Probation Period	100 Working days
Annual Leave	30 Calendar days per years
Working Days	6 days a week

Condition

Allowances are not paid if you are on a paid vacation. Your job band determines the benefits to which you are entitled according to company internal policy and procedures. The company reserves the right to change your job duties, responsibilities and reporting relationships in order to meet reasonable operational needs.

Probation

As with position at the company, this offer is subject to the receipt of satisfactory reference and a probationary period 100 working days as per Kuwaiti Labor Law. AS well, the company may terminate this agreement without notice. If you decide not to continue work with the company within the first 2 years, you will reimburse the company all the hiring and training expenses.

Data Protection

For the purpose of the Data protection, Kuwait Data Protection Law shall be applying and any item not covered by the provision of this agreement shall be subject to abide by the Kuwait Labor Law that may change from time to time

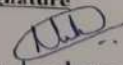
Yours sincerely,

Chairman
Mohammed Al-salman

Employee Signature

Nikil Rithesh

Date:


11/11/2019

Shabarish

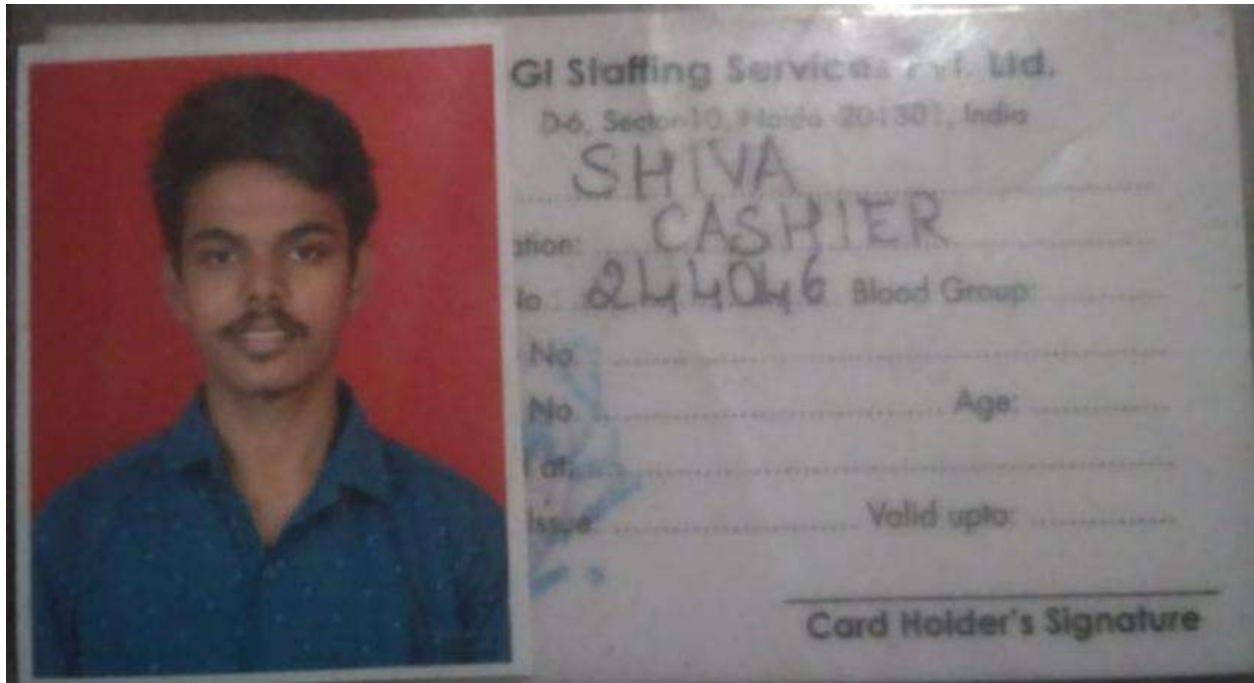


A temporary ID card for Shabarish. The card features a blue portrait of a man with dark hair and a mustache, wearing a light blue patterned shirt. To the right of the photo is a large letter 'A' with 'EDGE' written below it. Below the photo, the following information is printed in black and filled in with blue ink:

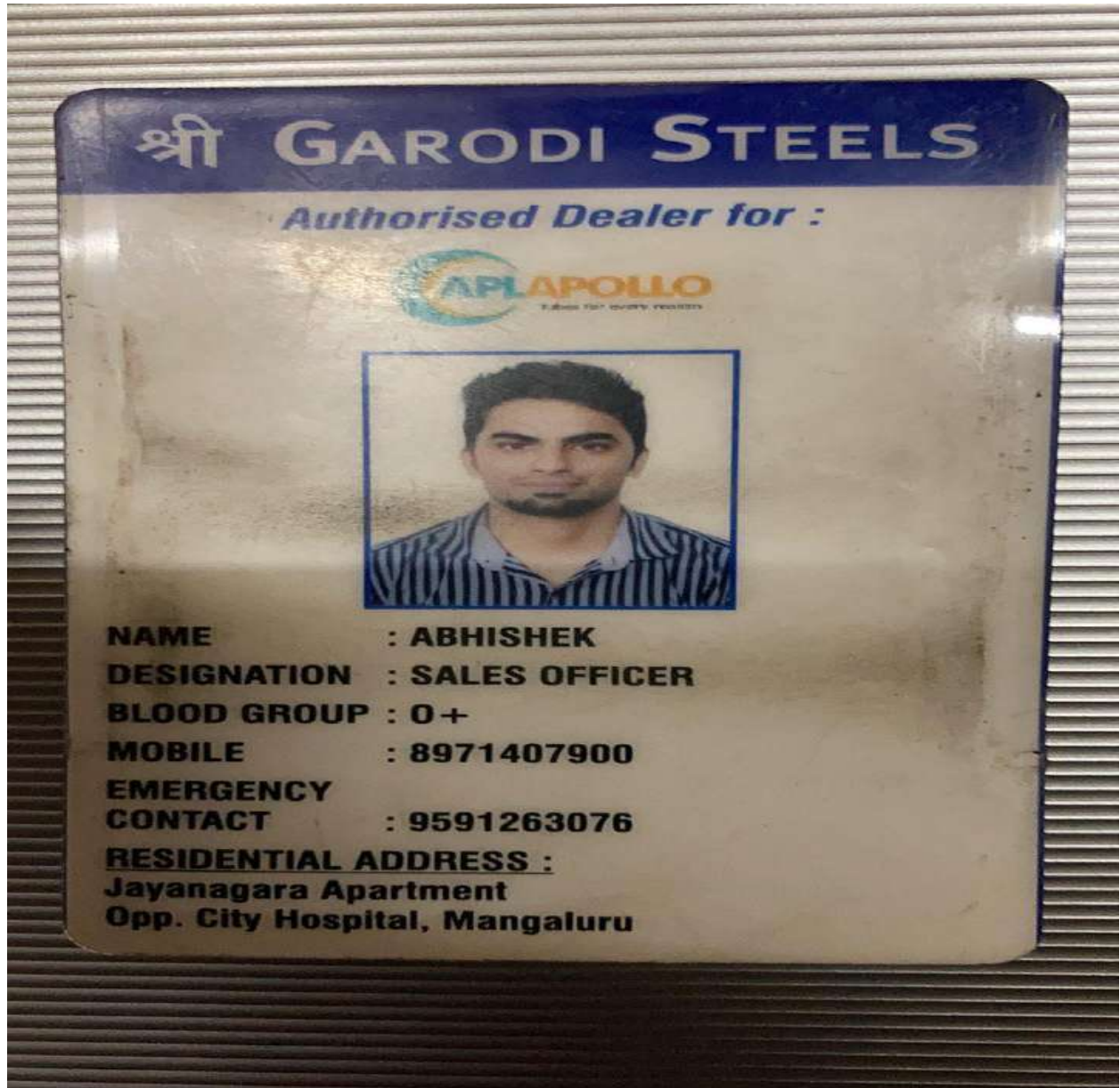
- FULL NAME : Shabarish
- OFFER ID : 251677
- DOJ : 19/10/2020
- MOBILE NO : 9686419788

Below this information, the text 'VALID FROM:' is printed in black. A note follows: 'Note: This is a temporary ID card valid only for a limited period.' At the bottom left, the text reads 'IKYA Human Capital Solutions (A division of Guess Corp Ltd)'. At the bottom right, there is a handwritten signature in black ink above the printed text 'Authorized Signatory'.

Shiva



Abhishek



Kunal



Muttu

To whomsoever it may concern

This is to certify that Mr. Muttu S Thalavar is currently working in our organization: P.M. Hegde & Co Chartered Accountants, 1st Floor Manasa Towers, PVS, Mangalore from 19-October-2020.

Date: 19-10-2020

Place: Mangalore



Nishma



Channel -9
Presents

Glowing
talent

ಕಲಾಕ್ಷೇತ್ರದಲ್ಲಿ ಮಿಂಚುತ್ತಿರುವ ತುಳುನಾಡಿನ ಪ್ರತಿಭೆ
ಬಾಲಕನಾಗಿದ್ದಾಗಲೇ ರಂಗಭೂಮಿಯತ್ತ ಅಕರ್ಷಿತನಾಗಿದ್ದ ಪ್ರಸಾದ್
ಹಲವು ನಾಟಕಗಳಲ್ಲಿ ಅಭಿನಯಿಸಿದ ಯಶಸ್ವಿ ಕಲಾವಿದ
ನಟನೆ, ನಿರೂಪಣೆ, ಲೇಖನ, ನಿರ್ದೇಶನದಲ್ಲೂ ಯಶಸ್ಸು ಕಂಡ ಪ್ರತಿಭೆ



ಪ್ರಸಾದ್ ಅಂಜನ್
ಕಲಾವಿದ

ಪ್ರಜ್ವಲಿಸುವ ಪ್ರತಿಭೆ.

24-11-2020 @ 6 PM
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