



To,

Name : Aiswarya P S

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Aiswarya P S,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process as well as using any unethical, unauthorized or wrongful/unfair means during any assessments or during the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked with immediate effect.

- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go

through the Fundamental Skill Primers assessment

- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **Packaged App Development Associate**
- **Annual fixed compensation** for the fiscal will be **INR 3,00,000**; this includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms.
- **Individual Performance Bonus (IPB)** - At your career level, the maximum annual variable pay-out is estimated as **INR 25,500/-** subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance.
- **Maximum Annual Total earning potential – INR 3,25,500/-**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
Notional Insurance Premium paid by Company – **INR 13,700 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,44,200/-**

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

“This is an electronically generated document does not require signatures”



Arifa Rashid <arifaasarifa@gmail.com>

Internship Offer

KVJ Analytics <info@kvjanalytics.in>
To: arifaasarifa@gmail.com <arifaasarifa@gmail.com>

Tue, 30 Jul at 11:28 AM

Dear Arifa,

Sub:- Internship Offer

With reference to your application and subsequent discussion, we are pleased to offer you this temporary employment as an Intern at KVJ Analytics

This position is scheduled to begin on 01-08-2024 and will be a three-month internship program.

KVJ Analytics has the right to extend the internship period or cancel the engagement if we find that your performance during the internship period is not satisfactory.

During the internship period, you must complete your work and responsibilities as per the direction of the supervisor.

The schedule for this position is Monday-Saturday from 9:30 a.m. to 5:30 p.m.

You will be reporting directly to the CEO at our office or by virtual meeting as per the direction of the supervisor.

We believe your skills and experience are an excellent match for our firm.

Please signify the acceptance of the terms of this appointment letter by reply mail.

We look forward to having you begin your career at KVJ Analytics and wish you a successful internship.

Regards,

Merin Kurien

Manager, Human Resources
KVJ Analytics,
III- Floor, Lalan Towers

[Banerji Road, Kochi, Kerala – 682031](#)

HR-TAD/Rec/Campus/2023-24

25 January 2024

Malavika P,
MSC
Christ College Irinjalakuda

Dear Malavika P,

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

Hearty Congratulations...!

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

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

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

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

Warm Regards,

Vice President (HR)

PS: Please confirm your acceptance in Fed-Recruit Mobile Application within two days of receipt of this letter as the same is mandatory for further proceedings.

HO/HR/TA/204860620

Date:09/02/2024

Mr. Pranav A P ,
Analiparambil House, Chembuchira P O, Mandarappilly , Thrissur, Kerala, 680684

Dear Mr. Pranav A P ,

Sub: Provisional Offer Letter

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

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

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

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

Your remuneration will be as follows:

1. Annual Salary would be Rs. 425000.0
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.

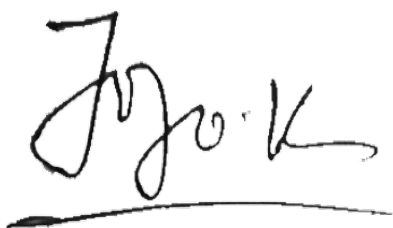
The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to submit the below documents at the time of joining:

- Annexure 1 ([link](#))
- Medical Certificate ([link](#))
- Self Declaration of Medical Fitness ([link](#))
- Annexure 4 ([link](#))

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

Yours sincerely,



Jojo K
Senior Manager

Compensation Particular	Monthly	Annual
(A) Fixed Monthly Pay - EARNINGS		
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	14866	178396.0
Total (A)	31746	380956.0
Fixed Monthly Pay - DEDUCTIONS		
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
Net Salary Credit to Bank A/c	29770	357244.0
(B) Annual Pay		
Bonus	583	7000.0
Total (B)	583	7000.0
(C) Retiral & Other Benefits (Employer Contribution)		
Provident Fund - Employer	1728	20736.0
Medical Insurance	667	8000.0
Leave Surrender	0	0.0
Gratuity	692	8308.0
Total (C)	3087	37044.0
Cost To Company (A+B+C)	35417	425000.0

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.

ESAF SMALL FINANCE BANK LIMITED

RBI License no: MUM 124, CIN: U65990KL2016PLCO45669

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, www.esafbank.com



Offer Letter

1 message

KVJ Analytics <info@kvjanalytics.in>
To: samiaazad787@gmail.com <samiaazad787@gmail.com>

Tue, Jul 23, 2024 at 9:18 PM

Dear Samia Azad,

Sub:- Internship Offer

With reference to your application and subsequent discussion, we are pleased to offer you this temporary employment as an Intern at KVJ Analytics

This position is scheduled to begin on 24-07-2024 and will be a three-month internship program.

KVJ Analytics has the right to extend the internship period or cancel the engagement if we find that your performance during the internship period is not satisfactory.

During the internship period, you must complete your work and responsibilities as per the direction of the supervisor.

The schedule for this position is Monday-Saturday from 9:30 a.m. to 5:30 p.m.

You will be reporting directly to the CEO at our office or by virtual meeting as per the direction of the supervisor.

We believe your skills and experience are an excellent match for our firm.

Please signify the acceptance of the terms of this appointment letter by reply mail.

We look forward to having you begin your career at Strategist and wish you a successful internship.

Regards,

Merin Kurien

Manager, Human Resources
KVJ Analytics,
III- Floor, Lalan Towers
[Banerji Road, Kochi, Kerala – 682031](#)



KVJ Analytics