

OFFER LETTER

July 31, 2024

Dear Alphy P J

With reference to the interview you had with us, we are pleased to offer you a career with Reon Technologies Pvt. Ltd. as **CREATIVE CONTENT WRITER**

We are enclosing herewith your Offer & Appointment Letter, with terms and conditions of your employment with Reon, which you may kindly be sent an email confirmation as a token of acceptance.

Please note that the offer of employment & appointment is subject to satisfactory completion of your reference checks and background verification. You are requested to join on the date mentioned at the following address

Reon Technologies Pvt. Ltd.

1st Floor, Veliath Plaza, NH 544, Near Infopark, Koratty, Kerala 680308, +91 480 2998119

For any clarifications regarding employment appointment letter please contact: Human Resources at hr@reontel.com.

We look forward to you onboard and fruitful long-term collaboration with Reon.

Reon Technologies Pvt. Ltd.			
Components	Monthly	Yearly	
Basic	4,000	48,000	
DA	2,000	24,000	
HRA	1,600	19,200	
TA	2,400	28.800	
Cost to the Company (CTC)	10,000	120,000	

Acceptance and Commencement

Your appointment will be effective from 5th August 2024

Kindly bring (i) the original and 1 photocopy of this letter duly signed and dated by you; (ii) 2 self-photograph (passport sized, color photos), (iii) the originals and 1 set of photocopies of the following documents:

- Education degree certificate for the highest degree attained. Photocopies should include both front and back sides of certificate.
- Relieving letter or resignation acceptance letter from your most recent employer. Include your employee number with such previous employer(s).
- Last drawn pay-slip/salary certificate from the last employer (if applicable)
- Proof of identity. Bring one of the following documents: passport, driving license, voter's identification card, or PAN card.

We welcome you to Reon family and look forward to a fruitful collaboration.

With best wishes,

ENS MENON HR MANAGER

ANNEXURE

STANDARD SERVICE CONDITIONS

1. PROBATION

You will be on probation for a period of Three (3) months and will be confirmed after this period, if your work and conduct are found satisfactory. The Management reserves the right either to extend the probationary period or to dispense with your services at any time during the period by a written notice of twenty Four (24) hours if your performance or conduct, at the discretion of the Management, does not come up to its expectations.

2. SERVICE RULES

Your services with the Company will be governed by the Company's service rules in force from time to time. The principal terms and conditions of the service rules in force at present are as follows:

- You are entitled to serve the Company faithfully and diligently.
- b. The Company reserves the right to terminate, dismiss or discharge you if in the opinion of the Company is found to be inefficient or incompetent in the discharge of your duties or for dishonesty, fraud or any misconduct or for the breach of the rules and regulations of the Company or for any circumstances which in the opinion of the management of the Company warrant such action and the decision of the Company shall be final and binding.
- c. Your appointment is being made on the basis of particulars declared by you in the personal information form and in case any information as given by you is found to be false or incorrect, your appointment will be deemed to be void and liable for termination without any notice or salary in lieu of notice.
- d. Your hours of attendance shall be regulated to suit the duties entrusted to you from time to time as required by the management of company and your normal hours of work are 9.30 am to 6.30 pm Monday to Friday, excluding Reon holidays. The timing will be flexible with respect to the client's working hours and minimum working hours will be 8 hours. There may be occasions where you may have to work beyond normal working hours due to exigencies of the company's business and you may also require working in shift, if needed.
- e. During the period of your employment with the company, you shall not engage in any other profession or business, nor shall you seek employment outside except with prior



permission of the Management. You will always endeavor your best to promote the Company's interests.

- i. You will at all times maintain complete secrecy about the Company's business affairs, inventions, special manufacturing techniques, secret processes and the like which may have come to your knowledge during the period of your employment.
- j. During your employment, you will not, without the written authority of the Company, publish any written articles or deliver any talk on any subject related to your professions and / or work at Company or participate as a member of any organization connected with your profession.
- k. You are required to keep and render a faithful account of all properties of the Company entrusted to you in the course of your employment.
- I. You will inform the Company immediately regarding any inventions, patents, processes etc. that you may make or discover during your employment with the Company and the Company shall have the right to take over the patents or processes or inventions on payment of such sums as may be considered reasonable by the Company.
- m. You will be entitled paid holidays during a calendar year as decided by the Company. Any additional holidays, which may be declared in excess of those holidays, shall not constitute a condition of service.

3. TRANSFERS

Your work place will be at Reon's Kerala Office at Koratty, but you are liable to be transferred at any time to any other unit of the company, in India or abroad, on a temporary or permanent basis. You may also be transferred to any other unit/office, in India or abroad, operated by its associates/collaborators on the terms and conditions prevalent in the town/city or country concerned at the discretion of the company.

4. LEAVE

- The Company's leave year runs from 1st January to 31st December.
- You are entitled to maximum of 20 leaves (10 Casual + Sick Leaves, 10 Earned Leaves) each calendar year on pro-rata basis considering your date of confirmation of Job, in addition to public holidays.
- You must agree the dates of your leave in advance with your manager unless in case of emergencies. You are encouraged to inform your manager when you are on sick leave.



- If you avail leave beyond your entitlement at any point of time in the leave year, then you agree that the Company may deduct the value of the excess from your salary in the subsequent month.
- List of public holidays applicable for every calendar year will be published by the end of previous year.
- If you absent yourself from the services without prior written permission or overstays sanctioned leave for 5 consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.

5. MEDICAL EXAMINATION

If required, you will be examined periodically or at any time by a doctor designated by the Company's choice for your medical fitness to continue to work with the Company and the doctor's opinion in this regard shall be final and binding on you. In case of medical unfitness, your employment shall be terminated forthwith.

6. RETIREMENT

You will automatically superannuate from the services of the company on attaining the age of Sixty (60) years.

7. NOTICE PERIOD & TERMINATION

- I. The employment contract can be terminated either by the Company or by you, by giving the required notice, as per policy, in writing to the other party. The Company reserves the right to pay or recover gross compensation as applicable, in lieu of the notice period.
- II. The Company retains the right to terminate your employment, without giving any notice or pay in lieu of notice on disciplinary grounds and case of any wrongful declaration, misconduct, fraud or misappropriation of funds, misuse of company assets, insolvent, absconding from work or breach of any terms of service or Company.
- III. Employee is required to serve the notice period of 90 days on separation from the company.



- IV. The Company reserves the right to terminate your employment by giving you 2 months' notice or compensation equivalent to 2 month's salary.
- V. If termination is initiated by you, the Company may, at its discretion, relieve you at a date it may deem fit, even before expiration of the notice period, in lieu of the salary you would have earned during the unworked balance of your notice period.
- VI. Any settlement due to the company for any reason, will be deducted from your full and final settlement during exit from the company and if found inadequate, should be settled by you from your personal accounts
- VII. During the notice period, there is no provision take leave, if leave taken will be lose of pay. You shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorized to withhold or forfeit your dues.
- VIII. On termination / cessation of your employment with the Company, you will return to the Company:
 - a. any item belonging to the Company such as laptop with all software and data therein, with details of any passwords which you may have installed.
 - every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which you undertake to make a diligent search;
 - c. Any other Company property in your possession or control.

8. STATUS

You are expected to keep the Company informed about any change in your address or marital status and your qualifications and this will be a condition of service.

EMPLOYEE NON-DISCLOSURE AGREEMENT

- General. As an employee of REON TECHNOLOGIES PVT LTD, a company incorporated in place, India, under the Companies Act 1956 and in consideration of the compensation now and hereafter paid to me, I will devote my best efforts to furthering the best interests of the company. During my employment, I will not engage in activity that:
 - (a) Conflicts with REON TECHNOLOGIES PVT LTD's business interests, including without limitation, any business activities not contemplated by this agreement,
 - (b) Occupies my attention so as to interfere with the proper and efficient performance of my duties at the company or
 - (c) Interferes with the independent exercise of my judgement in REON TECHNOLOGIES PVT LTD's best interests.

As used herein, REON TECHNOLOGIES PVT LTD's business means the development, marketing and support of software and services for business and professional use including operation systems, application program, Internet related websites or ecommerce solutions as well as books and hardware for the microcomputer and Internet marketplace.

2. Recognition of Absolute ownership. That I do hereby recognize and admit that REON TECHNOLOGIES PVT LTD is the absolute, unrestricted and exclusive owner of the confidential or proprietary technical, financial, marketing, manufacturing, distribution, or other technical or business information or trade secrets of the company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, development or experimental work, work in progress, customers and suppliers as well as software for business and professional use application programs, operating systems, internet websites or e-commerce solutions, books, hardware and information for the microcomputer and internet marketplace used by me in the course of my employment. I agree that I shall not in any manner whatsoever, represent and/or claim that I have any interest by way of ownership, assignment or otherwise in the same in this agreement, all confidential and/or proprietary information belonging to and/or in possession of the company, which is received, accessed, and/or used by me during the course of my employment, shall include without limitation, such



information received from the company, its customers and/or any entity in which REON TECHNOLOGIES PVT LTD holds or controls more than 50% of the equity stock thereof and/or is entitled to vote for the election of directors.

- 3. **Non-Disclosure**. At all times, during my employment and thereafter, I will not disclose to anyone outside REON TECHNOLOGIES PVT_LTD nor use for any purpose
 - a. any confidential or proprietary technical, financial, marketing, manufacturing, distribution or other technical or business information or trade secrets of the organization, including without limitation, concepts, techniques, processes, methods, systems, designs, circuits, cost data, computer programs, formulae, development or experimental work, work-in-progress, customers and suppliers,
 - b. any information REON TECHNOLOGIES PVT LTD has received from others which the organization is obligated to treat as confidential or proprietary or
 - c. Any confidential or proprietary information which is circulated within REON TECHNOLOGIES PVT LTD. via its internal electronic mail system, intranet or otherwise. I will also not disclose any confidential or proprietary information to anyone inside REON TECHNOLOGIES PVT LTD except on a "need-to-know" basis. If I have any questions as to what comprises such confidential or proprietary information or trade secrets, as to whom, if anyone inside REON TECHNOLOGIES PVT LTD., it may be disclosed, I will consult with my manager at the company.
- 4. **Assignment of inventions**. I hereby assign exclusively to REON TECHNOLOGIES PVT LTD all my right, title and interest in and to any all inventions, discoveries, designs, developments, improvements, copyrightable material, and trade secrets (collectively herein "Inventions") that I solely or jointly may conceive, write, encode, develop, or reduce to practice during the period of time I am in the employment . I will make prompt and full disclosure to REON TECHNOLOGIES PVT LTD of any inventions, and if for any reason the assignment pursuant to this clause is not effective, will hold all such inventions in trust for the sole benefit of the company. I hereby waive and quit claim to Reon Technologies , any and all claims of any nature whatsoever that I now or hereafter may have for infringement of any patent resulting from any patent applications for any inventions so assigned to the company.
- 5. **Excluded and Licensed inventions**. I have attached hereto, a list describing all inventions belonging to me and made by me prior to my employment with REON TECHNOLOGIES PVT LTD that I wish to have excluded from this agreement. If not such list is attached, I represent that there are no such inventions. If in the course of my



employment at the company, I use in or incorporate into REON TECHNOLOGIES PVT LTD product, program, process or machine, and invention owned by me or which I have an interest, the organization is hereby granted and shall have an exclusive royalty-free, irrevocable, worldwide license to make, have made, use and sell that invention without restriction as to the extent of my ownership or interest.

- 6. Application for Copyright and Patents. I will execute any proper oath or verify any proper document in connection with carrying out the terms of this agreement. If, because of my mental or physical incapacity or for any other reason whatsoever, REON TECHNOLOGIES PVT LTD is unable to secure my signature to apply for or to pursue any application for any Indian or foreign patent or copyright covering inventions assigned to REON TECHNOLOGIES PVT LTD as stated above, I hereby irrevocably designate and appoint REON TECHNOLOGIES PVT LTD and its duly authorized officers and agents as my agent and attorney in fact, to act for me and in my behalf and stead, to execute and file any prosecution and issuance of Indian and foreign patents and copyrights thereon with the same legal force and effect as if executed by me. I will testify at REON TECHNOLOGIES PVT LTD request and expense in any interference, litigation or other legal proceeding that may arise during or after my employment
- 7. Third party information. I recognize that REON TECHNOLOGIES PVT LTD has received and will receive confidential or proprietary information from its customers as well as third parties subject to a duty on the company part to maintain the confidentiality of such information and to use it only for certain limited purpose. During the term of my employment and thereafter, I will not disclose such confidential or proprietary information to anyone except as necessary in carrying out my work in REON TECHNOLOGIES PVT LTD and consistent with the company's agreement with such customers or third party. I will not use such information for the benefit of anyone other than REON TECHNOLOGIES PVT LTD or such third party, or in any manner inconsistent with any agreement between REON TECHNOLOGIES PVT LTD and such third party of which I am made aware.
- 8. **Prior Employer Information**. During my employment at Reon Technologies Pvt Ltd, I will not use improperly or disclose any confidential or proprietary information or trade secrets of my former or current employers, principals, partners, co-ventures, clients, customers or suppliers of the vendors or customers of such persons or entities or their vendor or customers and I will not bring onto the premises of the company any unpublished document or any property belonging to any such persons or entities or their vendors or customers unless such persons or entities have given their consent. I will not violate any non-disclosure or proprietary rights agreement I might have signed



in connection with any such person or entity.

- 9. Presumption of breach. In the event of the possession, access and or use of the confidential or proprietary technical, financial, marketing, manufacturing, distribution or other technical or business information or trade secrets of Reon Technologies Pvt Ltd, including without limitation, concepts, technique's processes, methods, system's, designs, clients, cost data, computer programs, formulae, development or experimental work, work-in-progress, customers and suppliers as well as software for business and professional use, application programs, internet websites, e-commerce solutions, books, hardware and information for the microcomputer and internet marketplace by any other third party with whom I may have a nexus, it shall be presumed, unless proved to the contrary, that such information has so come to the possession of the third party on account of breach of this agreement by me.
- 10. Term of employment. I acknowledge that my employment will be of indefinite duration and that either REON TECHNOLOGIES PVT LTD. or I will be free to terminate this employment relationship at will and at any time with or without cause and in accordance with the Employment Agreement signed by me with REON TECHNOLOGIES PVT LTD on 5th August 2024. I also acknowledge that any representations to the contrary are unauthorized and void, unless contained in the said employment agreement signed by an officer of Reon Technologies. Employees are not authorized to work directly or indirectly with the company's client for a period of three years from the date of leaving the organization.
- 11. **Return of materials**. At the time I leave the employment, I will return to REON TECHNOLOGIES PVT LTD. All papers, drawings, notes, memoranda, manuals, specifications, designs, devices, documents, diskettes, CD's, DVD's. Tapes, DAT Drives and any other material on any media containing or disclosing any confidential or proprietary technical or business information. I will also return any keys, pass cards, ID cards or other property belonging to Reon.
- 12. Non-solicitation. While employed at REON TECHNOLOGIES PVT LTD and for a period of 1 year from the termination of my employment, I will not induce or attempt to influence directly or indirectly, any employee at REON TECHNOLOGIES PVT LTD to terminate his employment with REON TECHNOLOGIES PVT LTD or to work for me or any other person or entity
- 13. **Personal property**. I agree that REON TECHNOLOGIES PVT LTD will not be responsible for loss, disappearance, or damage to personal property in the Company premises, or if applicable, on residential premises subsidized by REON TECHNOLOGIES PVT



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LTD.(including apartments or temporary housing). I hereby release, discharge and hold REON TECHNOLOGIES PVT LT harmless from any and all claims relating to loss of, disappearance, or damage to such personal property.

- 14. Equitable relief. I acknowledge that any violation by me under this agreement, and/or any obligation of like nature, will cause irreparable injury to REON TECHNOLOGIES PVT LTD and the Company shall be entitled to extraordinary relief in any court in India, including, but not limited to, temporary restraining orders, preliminary injunctions, and permanent injunctions, without the necessity of posting bond or security.
- 15. Attorney fees. If court proceedings are required to enforce any provision of this agreement, the prevailing party shall be entitled to an award of reasonable and necessary expenses of litigation, including reasonable attorney fees.
- 16. Entire Agreement. I agree that this agreement shall be governed for all purposes by the laws of India and that venue for any action arising out of this agreement shall be the courts of India. If any provision of this agreement shall be declared excessively broad, it shall be construed so as to afford REON TECHNOLOGIES PVT LTD the maximum protection permissible by law. If any provision of this agreement is void or is so declared, such provision shall be severed from this agreement, which shall otherwise remain in full force and effect. This agreement sets forth the entire agreement of the parties as to the subject matter hereof and any representations, promises, or conditions in connection therewith not in writing and signed by both parties shall not be binding upon either party, the terms and conditions of this agreement shall survive termination of my employment.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, I have signed my name on this Day Monday, 5th August 2024.

(Signature of Employee)

(Signature of Employer)



To,

Name: Antony P D

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

Dear Antony P D,

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.
 - o 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"





OFFER LETTER

June 20,2024

Ms. Rhea Roy Thottappilly House Kallettumkara P O Kombodinjammakkal Near Parambi Road THRISSUR – 680 683

Dear Rhea

With reference to the interview you had with us, we are pleased to offer you a career with Reon Technologies Pvt. Ltd. as CREATIVE CONTENT WRITER

We are enclosing herewith your Offer & Appointment Letter, with terms and conditions of your employment with Reon, which you may kindly be sent an email confirmation as a token of acceptance.

Please note that the offer of employment & appointment is subject to satisfactory completion of your reference checks and background verification. You are requested to join on the date mentioned at the following address

Reon Technologies Pvt. Ltd.

1st Floor, Veliath Plaza, NH 544, Near Infopark, Koratty, Kerala 680308, +91 480 2998119

For any clarifications regarding employment appointment letter please contact: Human Resources at hr@reontel.com.

We look forward to you onboard and fruitful long-term collaboration with Reon.

Reon Technologies Pvt. Ltd. | First Floor | Veliath Plaza | NH 544 | Koratty Jn. | Kinfra Post | Thrissur | Kerala 680309 | P: +91 487 2428119

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INTERNSHIP OFFER LETTER

03-04-2024

Dear Karthika Krishnankutty,

We are pleased to offer you the opportunity to join in Reon Technologies Pvt. Ltd. as an intern in Digital Marketing. We believe that your skills and experiences will make a valuable contribution to our team, and we are excited to have you on board.

Details of your internship offer are as follows:

College: Christ College Autonomous, Irinjalakuda

Qualification: BA Functional English

Start Date: 03-04-2024

End Date:

Duration:

During your internship, you will have the opportunity to:

- Gain hands-on experience in your specific tasks/responsibilities.
- Collaborate with team members on projects.
- Develop valuable skills and knowledge in industry.

Your internship will be supervised by Abhirami Murali, who will provide guidance and support throughout your internship experience.

We believe that this internship will be a mutually beneficial experience, providing you with valuable learning opportunities while also contributing to the success of our team. We are confident that you will make a positive impact during your time with us.

Reon Technologies Pvt. Ltd. | First Floor | Veliath Plaza | NH 544 | Koratty Jn. | Kinfra Post | Thrissur | Kerala 680309 | P: +91 487 2428119

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SERVICE RULES

- 1. Your normal hours of work are 9.30 am to 6.00 pm Monday to Friday, excluding Reon holidays. The timing will be flexible and minimum working hours will be 8 hours.
- 2. All employees are expected to dress professionally, anything that is revealing or inappropriate will not be tolerated.
- 3. You are required to keep and render a faithful account of all properties of the Company entrusted to you in the course of your internship.
- 4. You will at all times maintain complete secrecy about the Company's business affairs, inventions, special manufacturing techniques, secret processes and the like which may have come to your knowledge during the period of your employment.
- 5. Resignation during the internship period is not permitted.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, I have signed my name on this Day 3rd April 2024

We welcome you to REON Team and wish you a successful and rewarding internship experience.

With Best regards

ENS Menon **HR Manager**



Reon Technologies Pvt. Ltd. | First Floor | Veliath Plaza | NH 544 | Koratty Jn. | Kinfra Post | Thrissur | Kerala 680309| P: +91 487 2428119

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GOVT. OF INDIA/ भरतसरकार

LAKSHADWEEP ADMINISTRATION/ लक्षद्वीप प्राशासन PM SHRI MAHATMA GANDHI SENIOR SECONDARY SCHOOL/

पिएम श्रि महातम गांधि सीनियर सेकन्डरी स्कूल

ANDROTT/ आन्द्रोत

F.No.1/7/2023-MGSSSA/271

दिनांक/Dated:24.06.2024

OFFICE ORDER

Sub/विषय: MGSSSA - Appointment of Primary School Teachers (UP/LP) on guest basis for

the academic year 2024-2025 - Orders issued.

Ref/संदर्भ: LD-08014/7/2024-Acd-Wng-Dir of Edn Dated:31.05.2024 of Director ज Education, Kavaratti.

As per the officer order cited above, the following candidates are appointed as Primary School Teacher as stated below on guest basis at various school, Andrott Island for the academic year 2024-2025 until further orders. They are appointed with the remuneration @ ₹.90/ per period subject to maximum of ₹.12,000/- per month.

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