

File No: PCI/AO/RA/2024/07

18 November 2024

To,

Ms. Anamika E.B,
Edakkattuparambil (H),
Pallissery, Arattupuzha P.O
Thrissur, Kerala

Dear Ms. Anamika,

Subject: Letter of appointment as Research Associate – PritviChakr Innovations Private Limited - Reg

We are pleased to offer you an appointment as a **Research Associate** in our firm, PritviChakr Innovations Private Limited, Kanjikode, Palakkad. We believe that this will provide you opportunities for skill, research, and professional development.

As a Research Associate, you will be responsible for the following activities:

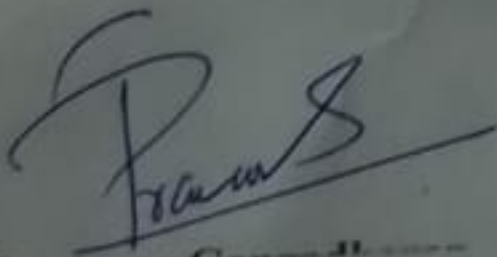
- (i) Carry out physio-chemical analysis on a day-to-day basis;
- (ii) Collate, analyse, and present the experimental data through graphical representations; and
- (iii) Closely co-ordinate with the design and instrumentation control engineer for technology development.

Please take note of the following details of this offer of appointment:

- i) The position is temporary and the appointment will be on contract for a period of four months starting from your date of joining;
- ii) The monthly remuneration for this position will be Rs. 32,000/- (Thirty-two thousand rupees only); and
- iii) During your employment, your services and conduct will be governed by the administrative orders and rules in force from time to time.

Please report to Dr. Praveena Gangadharan, Managing Director, PritviChakr Innovations Private Limited, on 20 November 2024 at 10:00 AM.

Yours Sincerely,



Dr. Praveena Gangadharan,
Managing Director,
PritviChakr Innovations Private Limited



To,

Name : Amith M R

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

Dear Amith M R,

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”



PRITVICHAKR INNOVATIONS PRIVATE LIMITED

CIN: U72100KL2024PTC090116

V Square Building, 3/1443, NH544, opposite ITI Ltd,
Kanjikode, Pudukkottai Central, Kerala 678623
Email: pritivichakrinnovations@gmail.com

File No: PCIAO/RA/2024/08

20 November 2024

To,

Ms. Malavika Chandrakumar,
Nethramangalath (H),
Nayarambalam,
Ernakulam, Kerala 682509.

Dear Ms. Malavika,

Subject: Letter of appointment as Research Associate – PritviChakr Innovations Private Limited - Reg

We are pleased to offer you an appointment as a **Research Associate** in our firm, PritviChakr Innovations Private Limited, Kanjikode, Palakkad. We believe that this will provide you opportunities for skill, research, and professional development.

As a Research Associate, you will be responsible for the following activities:

- (i) Carry out physio-chemical analysis on a day-to-day basis;
- (ii) Collate, analyse, and present the experimental data through graphical representations; and
- (iii) Closely co-ordinate with the design and instrumentation control engineer for technology development.

Please take note of the following details of this offer of appointment:

- i) The position is temporary and the appointment will be on contract for a period of four months starting from your date of joining;
- ii) The monthly remuneration for this position will be Rs. 32,000/- (Thirty-two thousand rupees only); and
- iii) During your employment, your services and conduct will be governed by the administrative orders and rules in force from time to time.

Please report to Dr. Praveena Gangadharan, Managing Director, PritviChakr Innovations Private Limited, on 25 November 2024 at 10:00 AM.

Yours Sincerely,

Dr. Praveena Gangadharan,
Managing Director,
PritviChakr Innovations Private Limited





From,
DASKALOS VIRTUAL ACADEMY PVT. LTD.
INDEEVARAM GA-2, INFOPARK- THRISSUR,
NALUKETTU ROAD, KORATTY-680308

15/07/2024

To,
Mr. MANEESH V M

Sub: Job Offer Letter for Teacher

We are pleased to appoint you as **Teacher** in our organization. Details pertaining to your employment would be as below;

Salary: Your annual CTC would be Rs.2,40,000 (Two Lakh Fourty Thousand Rupees only) inclusive of applicable tax, statutory deduction and allowances.

Date of Joining: 01.08.2024

Probation/Confirmation: You will be on Probation period for the first three months. Based on your performance your services will be confirmed with the company in written after three months.

During the probation period and once confirmed your employment can be terminated or you can relieve from the company by serving one month's notice period. The company can also terminate your employment by providing one month's notice without providing any reasons what-so-ever. If your services are found satisfactory during the probation period, you will be confirmed in the present position.

Absence for a continuous period of Six days without prior approval of your superior, (including overstay on leave / training) would result in you losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

Leave: You will be eligible to the benefits of the Company's leave policies on your probation/ Confirmation in the Company's Service.

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 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.

Full and Final Settlement: After acceptance of resignation by concerned reporting manager, full and final settlement will be done within 45 days. This period is used for collecting NOC from all departments. If any issues arise during this period the same should be sorted at the earliest to process your full and final settlement. This will also apply to termination process.

Retention Amount upon Resignation or Termination of service: In order to ensure that an employee leaving upon resignation or termination from service does not have any pending or unresolved matters pertaining to their employment, a retention amount is held by the company for a duration of 6 months. All employees are expected to clear dues, close concerns (customer, vendor or any other third party) and clear all settlements with respect to their role and designation in the organization before the final day of their employment in the company.

The Retention amount is set at Basic salary or 70% of F&F (Full and Final Settlement) whichever is higher and shall be paid within 6 months after the date of resignation (or termination). This period is to ensure that no pending cases formalities or any other concerns with regard to the management staff. All employees shall make sure to follow up on any issues that may come into light during this period and the same shall be sorted out and closed at the earliest possible in order to process your full and final settlement. This shall also apply in case of termination from employment. After acceptance of resignation by concerned reporting manager, payment (Allowance or 30% of F&F) other than the retention amount shall be credited within 45 days.

Absence for a continuous period of Five days without prior approval of your superior, (including overstay on leave / training) would result in you losing your lien on the service and the same shall automatically come to an end without any notice or intimation. The company shall not be liable to pay any dues in case you are been terminated from the service.

1. You will not (except in the normal course of the Company's business) 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 or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.
3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

5. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonesty, 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 omissions the company shall be entitled to recover the damages from you.

6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.

7. This 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.

Please bring supporting documents.

Please sign and send us a scanned copy as your acceptance within 2 days and also return to the undersigned the duplicate copy of this letter signifying your acceptance on the joining date.

We welcome you to Daskalos Virtual Academy Pvt. Ltd. and wish you a very fruitful and rewarding career.

For Daskalos Virtual Academy Pvt. Ltd.

This is a computer generated document. No signature is required.

Authorized Signatory