

Certificate

This is to certify that Mr. Shani Shashidharan son of Mr. N. Shashidharan is working in our Hospital as Web Designer since last 2 years and he is staying with his father on the following Address:

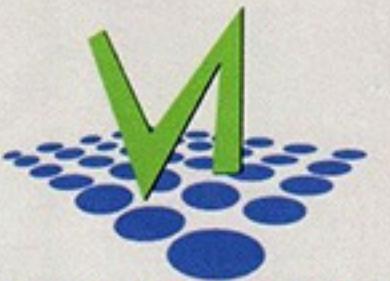
C/o Mr. N. Shashidharan
74, HB Puram
Shivangaon, Nagpur
Maharashtra
PIN - 440005

Place:
Date: 24/08/2008

**FORERUNNERS HEALTH CARE
CONSULTANTS PVT. LTD.**

Signature **Director**

(DR.DHEERAJ BHANJI)



VANILLA NETWORKS Pty Ltd
A SUBSIDIARY OF VANILLA NETWORKS Pty Ltd AUSTRALIA

Ref: VN/ TVM/HR/ RL/ 0820

4th January 2010

Dear Shani Shashidharan,

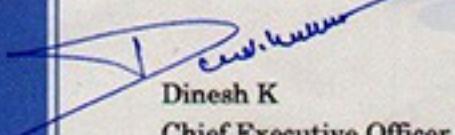
Sub: End of Probation

Ref : Emp. ID - T 190 Date of Joining 14th September 2009.

This is to inform you that with effect from 31st December 2009 your probation from the post of web designer ends, as per the official information passed to you on 4th of December 2009. You are relieved from the services of the company at the close of your shift hours on 2nd January 2010.

We wish you every success in all your future endeavors.

Yours truly,


Dinesh K
Chief Executive Officer



Codmob Technologies LLP
Door No: 27/1842, Sub Station Road
Kochu Kadavanthra
Cochin, Kerala-682020
Phone: +91 9633633400
+919633372769

TO WHOME IT MAY CONCERN

This is to certify that Shani Shashidharan (COD0112) is working with our esteem company CODMOB Technologies LLP under the title of **Web Developer since June 2016**. We found this gentleman fully committed to his job and totally sincere toward this organization /company.

His Basic Pay is **Rs 12,000 (Twelve Thousand)** as of the month of October 2016.

We are issuing this letter on the specific request of our employee without accepting any liability on behalf of this letter or part of this letter on our company.

Regards,

FAIRUZ A. REHIM



#3 Nimral Info Park, Kakkanad , Kochi , Kerala

+91 96333 72769, +91 9633633400 | contact@codmob.com |
www.codmob.com



Ref:GB/HR/2016

10 June 2016

REGISTERED WITH A/D

Mr. Shani Shashidharan
 Aswathy
 Umayanalloor P.O.
 Perayam
 Kollam -691 589

Sub: Show-cause notice

With reference to the above subject, we wish to inform you the following facts:

- As you are aware that you have been working with our sister concern M/s Gram as a Web Developer from 1st September 2015. Since your performance during the probation period was not found satisfactory, the management was not interested to extend your service. But, considering your request and inability to find out another job immediately, we have extended your probation with an intention that you will improve your work quality and will not leave the company without notice. Moreover, we have provided you with all possible support from the office as a newcomer.
- During this time, three major clients have approached us with their works. We were reluctant to undertake the work due to lack of experienced employees at that time. You were the only employee working in web designing and we had no confidence on you to carry out the work independently. But, you have assured us that you can take up the work with full confidence and can deliver within the stipulated time. As such the company has undertaken the work and assigned to you. You have said to be worked on the project for quite some time and quit the job without any intimation. Your last working day was 19th April 2016. On 20th April 2016 we received your email stating that you are resigning from our service with retrospective effect from 19.04.2016.
- Since your appointment was purely on contract basis and you had not been found fit for the proposed job, formal appointment order or offer letter was not served to you. However, the terms and conditions of your appointment were explained to you orally by us several times.
- As you are a professional, you know the nature of this business. This is a highly competitive field and the work is time bound.
- You may remember that we have been paying you for the last seven months without any productivity. Under these circumstances you should have shown at least some common ethics to the company. Instead you have cheated the company without giving any consideration as an employer. And now you have started sending emails asking for a final settlement.

6. You can realize that the company was entirely depending on you and the above three clients. This is because the company was running on huge loss. Due to your ignorance and irresponsibility we lost the entire works and thereby our financial burdens doubled.

7. In this connection we wish to conclude the matter as follows:

- a) While reviewing the pros and cons of your service with us we found that the company has a huge loss on account of your recruitment. This includes the salary given to you during your service period and the work we lost due to your misbehavior. Hence no matter of final settlement arises. In turn we are thinking of getting back the loss from you. As an alternative solution, you may resume for duty immediately and finish the work you were assigned. Thereafter the accounts can be settled amicably.
- b) While going through your personal records, it is found that it is your regular practice that you have not been working anywhere continuously and satisfactorily.
- c) This is a serious dereliction of duty on your part. If you want any more clarification you come to our office with prior intimation. We are not interested to communicate through email. If you are not settling the matter immediately, we will be forced to initiate legal action against you including taking up the matter with your present employer, etc.

For Gram



P.K.Krishnan
General Manager



Date: 10/7/2018

Place: Ernakulam

To Whomsoever It May Concern

This is to certify that Mr. Shani Shashidharan has worked with us as "Web Designer and Developer" from September 2017 to July 2018.

We are sure his diligence and hard work will stand him in good stead in his new organization and we wish him all the best in his future assignments.

Subsequent to his resignation, he has been relieved from his duties w.e.f July 09, 2018.

With best wishes,

For INFAMETECH SOLUTIONS (P) LTD.,

(AUTHORISED SIGNATORY)



CERTIFICATE

This is to certify that Mr. Shani Shashidharan has worked with us as "Manager (IT), Googol Multimedia & Technologies, Near LM Mall, Chathannoor, Kollam and worked as a Web Developer to one of our client LM Properties Pvt. Ltd. from 1st August 2020 to 5th August 2021.

To the best of my knowledge, he bears a good moral character.



Place: Kollam

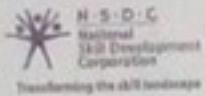
Date: 15-09-2022

Mrs. Deepa Manikantan
Managing Director
Googol Multimedia & Technologies

15/9/2022

GOOGOL MULTIMEDIA & TECHNOLOGIES

Managing Director
Mrs. Deepa Manikantan
Mob: 9847781210



To Whomsoever It May Concern

This is to certify that Mr Shani sahashidharan was working with us as a Faculty of Web Design from 6th October 2021 to 9th May 2022 and he has drawn a salary of Rs. 22,000/- per month. During the tenure of his employment, we found him sincere, hardworking and intelligent. We wish you all the success in the future.



Place: Kollam
Date: 10th May 2022