



Since 1994

Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CTS No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052



5.2.1

Percentage of Placement of Outgoing Students and Students Progressing to Higher Education During the Year 2022-23

eSign

Signed by: Shubhangee
Ramaswamy
Reason: Official Document
Location: Pune, India
Date: 26-Jul-2024 (03:13
PM)



Since 1994

Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CTS No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052



Sr. No.	Name of student who has been placed	Program graduated from	Year of Graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	Gharge Ashish Dadasaheb	MM'S IMERT	2023	Rackspace Technology Pvt Ltd - 15000106857	1600000
2	Gosavi Sandeep Anant	MM'S IMERT	2023	Atos Global IT Solutions and Services Private Limited - 99229 98297	1491216
3	Mane Anil Dattatraya	MM'S IMERT	2023	Indian Air Force - 9817261510	911000
4	Patil Gauri Prashant	MM'S IMERT	2023	Intellipaat Software Solutions Pvt. Ltd. - 070223 74614	865000
5	Nibe Rushikesh Ramesh	MM'S IMERT	2023	PROPERTY PISTOL REALTY PRIVATE LIMITED - 99873 87111	840000
6	Moje Omkar Sachin	MM'S IMERT	2023	Iresearch Services Pvt Ltd - 020 6725 3800	801600
7	Gopale Sonal Kailas	MM'S IMERT	2023	Bajaj Finserv Limited - 9289200017	720000
8	Patil Vaibhav Mohan	MM'S IMERT	2023	Onama Consultants Pvt Ltd- 020 6761 9800	650000
9	Pingale Swapnali Sujitkumar	MM'S IMERT	2023	Tata Consultancy Services Limited (TCS) - 98901 10500	579000
10	Menkudle Shriya Sachin	MM'S IMERT	2023	Bada Finance Pvt Ltd - 7304149954	550080
11	Simran shaikh	MM'S IMERT	2023	Nextbridge Pvt Ltd- 99873 87111	550000
12	Pogalwar Satish Pralhad	MM'S IMERT	2023	Pinclick Property Management Pvt Ltd - 08047193000	516000
13	Yete Yash Sanjay	MM'S IMERT	2023	Pinclick Property Management Pvt Ltd - 97488 20014	516000
14	Singh Krishna Sheshnath	MM'S IMERT	2023	NoBroker Technologies Solution Pvt. Ltd - 084849 34745	511000
15	Kanherkar Sharayu Shitalkumar	MM'S IMERT	2023	Sakon India Pvt Ltd - 020 30164500	500000
16	Saini Sneha Harendra	MM'S IMERT	2023	The Tech Destiny Pvt Ltd - 098335 64773	500000
17	Anthony Jasmine Robert	MM'S IMERT	2023	Tech Mahindra Ltd - 99278 22749	500000
18	Patil Prathamesh Prakash	MM'S IMERT	2023	Housiey – Key Manison Pvt Ltd - 8668242914	480000
19	Kumbhar Pooja Mahesh	MM'S IMERT	2023	ICICI Prudential Life Insurance Company Ltd-40391600	460000
20	Bawaskar Moresh Sanjay	MM'S IMERT	2023	ICICI Prudential Life Insurance Company Ltd-40391600	460000
21	Kunde Vaibhav Dattatraya	MM'S IMERT	2023	Accenture Solution Pvt Ltd - 12240443934	450000
22	Patil Rohan Ranjeet	MM'S IMERT	2023	ICICI Prudential Life Insurance Company Ltd-40391600	440000
23	Jagtap Omkar Suryaji	MM'S IMERT	2023	Deutsche India Pvt Ltd - 020 7124 9000	420000

Signed by: Shubhangee Ramaswamy
Reason: Official Document
Location: Pune, India
Date: 26-Jul-2024 (03:13 PM)



Since 1994

Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CTS No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052



Sr. No.	Name of student who has been placed	Program graduated from	Year of Graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
24	Tadavi Danish Yunus	MM'S IMERT	2023	ICICI Prudential Life Insurance Company Ltd-40391600	420000
25	Shalini Gupta	MM'S IMERT	2023	Onama Consultants Pvt Ltd- 020 6761 9800	412200
26	Badgu Dinesh Chandrakant	MM'S IMERT	2023	Igt Solutions Pvt Ltd - 18605005555	400000
27	Surwade Pradnya Waman	MM'S IMERT	2023	HDFC Life Insurance Company Ltd - 8291890569	400000
28	Jadhav Prathamesh Subhash	MM'S IMERT	2023	The Tech Destiny Pvt Ltd - 098335 64773	400000
29	More Payal Anil	MM'S IMERT	2023	KV Staffing Pvt Ltd - 95779 94343	400000
30	Dahiphale Mahesh Sushen	MM'S IMERT	2023	Genpact Pvt Ltd - 98346 21596	400000
31	Sonar Hitesh Ravindra	MM'S IMERT	2023	Microscan Communication Pvt Ltd - 020 6311 1508	400000
32	Naman Mehta	MM'S IMERT	2023	Housiey - Key Mansions Pvt Ltd- 8668242914	396000
33	Karape Shivani Mahadeo	MM'S IMERT	2023	Tagged Pvt Ltd-9818261507	380000
34	Sonone Ujwala Anil	MM'S IMERT	2023	Tagged Pvt Ltd - 91 9818261507	380000
35	Bharwade Amruta Sunil	MM'S IMERT	2023	Tagged Pvt Ltd - 91 9818261507	380000
36	Singh Raj Jitendra	MM'S IMERT	2023	Krish Info Pvt Ltd - 9325063760	360000
37	Pallavi Choughule	MM'S IMERT	2023	Catalyst pvt ltd - 0657 796 5112	351600
38	Bhavsar Shruti Ashok	MM'S IMERT	2023	Johnson Controls (India) Pvt. Ltd - 9993984559	350000
39	Jawade Mayur Tikaram	MM'S IMERT	2023	Aditya Birla Capital Pvt Ltd-1800 270 7000	350000
40	Birajdar Shubhangi Ashok	MM'S IMERT	2023	Principal Global Service Pvt Ltd - 800-986-3343	350000
41	Joshi Hrishikesh Prashant	MM'S IMERT	2023	Icici Securities Ltd - 022 6807 7100	324085
42	Bhagwat Sai Vijay	MM'S IMERT	2023	Icici Securities Ltd - 022 6807 7100	324085
43	Kulkarni Vedang Milind	MM'S IMERT	2023	Icici Securities Ltd - 022 6807 7100	324085
44	Hire Omkar Vilas	MM'S IMERT	2023	Icici Securities Ltd - 022 6807 7100	324085
45	Munde Dnyanda Vijay	MM'S IMERT	2023	Ctrl Alt Fix It Solutions Pvt Ltd - 098337 44708	320000
46	Pawar Shubham Sudhir	MM'S IMERT	2023	Greentech Engineers Pvt Ltd - 020 2633 0352	315000

eSign

Signed by: Shubhangee Ramaswamy
Reason: Official Document
Location: Pune, India
Date: 26-Jul-2024 (03:13 PM)



Since 1994

Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CTS No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052



Sr. No.	Name of student who has been placed	Program graduated from	Year of Graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
47	Shinde Prachi Santosh	MM'S IMERT	2023	Hustlewin Pvt Ltd- 9503921652	312300
48	Verma Sheetal Kirodimal	MM'S IMERT	2023	Kalyani Forge Pvt Ltd - 98346 21596	300000
49	Dharmadhikari Akshay Dnyandeo	MM'S IMERT	2023	Kalyani Technoforge Pvt Ltd - 9822422695	300000
50	Shirawale Vikram Genaba	MM'S IMERT	2023	Provalue Financial Advisory Llp - 9765984732	300000
51	Bag Radhika	MM'S IMERT	2023	Orygin Pvt Ltd - 086688 56248	300000
52	Salunkhe Sakshi Pankaj	MM'S IMERT	2023	Kalyani Forge Pvt Ltd - 02137 252335	300000
53	Bhalerao Sajiri Deepak	MM'S IMERT	2023	Klaus -Nkb Group Pvt Ltd - 020 6681 5800	300000
54	Bendre Ankita Jalindar	MM'S IMERT	2023	Star Health Pvt Ltd - 74107 95722	300000
55	Jaware Akash Ratilal	MM'S IMERT	2023	Edsom Fintech Pvt Ltd - 084849 34745	300000
56	Gavli Shivani Sanjay	MM'S IMERT	2023	Kalyani Forge Pvt Ltd - 98346 21596	300000
57	Pawar Rohit Purushottam	MM'S IMERT	2023	Kalyani Forge Pvt Ltd - 020 3016 4500	300000
58	Patil Gayatri Sanjay	MM'S IMERT	2023	Xorient Solutions Pvt Ltd - 98213 17477	300000
59	Patil Asmita Pramod	MM'S IMERT	2023	Numetry Technologies Pvt Ltd - 083902 40903	300000
60	Phale Saurabh Kisan	MM'S IMERT	2023	Kailash Coating Pvt Ltd - 8149446515	300000
61	Pawar Omkar Santosh	MM'S IMERT	2023	Edsom Fintech Pvt Ltd - 084849 34745	300000
62	Mali Rushikesh Dnyaneshwar	MM'S IMERT	2023	Kalyani Forge Pvt Ltd - 1800-102-4477.	300000
63	Kalshetti Ganesh Shrishail	MM'S IMERT	2023	Skyquest Technologies Pvt Ltd - (+1) 351-333-4748	300000
64	Karle Ashwini Madan	MM'S IMERT	2023	Indomax -Nkb Pvt Ltd - 020 6681 5800	300000
65	Rashmi Dumbre	MM'S IMERT	2023	Concentrix Services Pvt Ltd- 90227 66584	300000
66	Shubham Ghulekar	MM'S IMERT	2023	NKB Group Pvt Ltd - 87999 53616	300000
67	Shewale Manuja Ganesh	MM'S IMERT	2023	Layam -Fiat India Automobile Pvt Ltd - 1800 209 5556	290004
68	Yutika Shahikant Gharge	MM'S IMERT	2023	Bada Finance Pvt Ltd - 87792 93433	289320
69	Khedekar Yash Vilas	MM'S IMERT	2023	Geojit Pvt Ltd - 9307309288	288000

eSign

Signed by: Shubhangee Ramaswamy
Reason: Official Document
Location: Pune, India
Date: 26-Jul-2024 (03:13 PM)



Since 1994

Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CTS No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052



Sr. No.	Name of student who has been placed	Program graduated from	Year of Graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
70	Kumbhar Shubham Sanjay	MM'S IMERT	2023	Pragati Multiservice Pvt Ltd- 0240 244 2599	288000
71	Jadhav Mahesh Janardhan	MM'S IMERT	2023	Krish Info Pvt Ltd - 9325063760	280000
72	Mahangade Ashish Shamrao	MM'S IMERT	2023	Probiz Solutions Pvt Ltd - 71544433410	264000
73	Saini Pooja Satyanarayan	MM'S IMERT	2023	Gallagher Service Center Llp 022 67133700	260368
74	Priyanka Sharma	MM'S IMERT	2023	Gallagher Service Center Llp -022 67133700	260368
75	Sharma Mamta Harish	MM'S IMERT	2023	Netshape Pvt Ltd - 020 6602 4142	260000
76	Dhole Palash Ganesh	MM'S IMERT	2023	Sri Modi Navigated Pvt Ltd - 18605005788	252000
77	Kale Mansi Abasaheb	MM'S IMERT	2023	Housiey - Key Mansions Pvt Ltd - 8668242914	252000
78	Kalokhe Neeraj Rajaram	MM'S IMERT	2023	Krish Info Pvt Ltd - 9325063760	250000
79	Salunkhe Akash Dattatray	MM'S IMERT	2023	Persistent System Ltd - 98233130087	250000
80	Kantrod Ritika Rajesh	MM'S IMERT	2023	Infosys Limited - 88594 46914	246072
81	Girase Sagar Kishor	MM'S IMERT	2023	Tribe Pvt Ltd -9818104667	242400
82	Jadhav Pratik Dilip	MM'S IMERT	2023	Hdfc Sales Pvt Ltd - 87792 93433	240636
83	Bondre Mayuri Pralhad	MM'S IMERT	2023	Techno Trade Pvt Ltd - (+91) 8308749359	240000
84	Mohite Vijay Arjun	MM'S IMERT	2023	Statestreet HCL India Pvt Ltd - 8149446515	240000
85	Mane Rutuja Tanaji	MM'S IMERT	2023	Arraycon Technology Pvt Ltd - 9327035105	240000
86	Gadekar Namita Vijay	MM'S IMERT	2023	Knowlohone It Pvt Ltd - 84849 09867	240000
87	Pise Vaishnavi Shamsundar	MM'S IMERT	2023	Statestreet HCL India Pvt Ltd - 8149446515	240000
88	Kolekar Mayuri Basavaraj	MM'S IMERT	2023	Statestreet HCL India Pvt Ltd - 8149446515	240000
89	Ghodake Mayuri Sunil	MM'S IMERT	2023	KV Staffing Pvt Ltd - 95779 94343	240000
90	Gode Anushka Rajesh	MM'S IMERT	2023	Statestreet HCL India Pvt Ltd- 8149446515	240000
91	Nanaware Yash Vijay	MM'S IMERT	2023	Statestreet HCL India Pvt Ltd- 8149446515	240000
92	Thombare Atharava Ulhas	MM'S IMERT	2023	Statestreet HCL India Pvt Ltd - 8149446515	240000

Signed by: Shubhangee Ramaswamy
Reason: Official Document
Location: Pune, India
Date: 26-Jul-2024 (03:13 PM)



Since 1994

Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CTS No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052



Sr. No.	Name of student who has been placed	Program graduated from	Year of Graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
93	Yadav Rohit Ravindra	MM'S IMERT	2023	Skill Vertex Pvt Ltd - 096060 12806	240000
94	Supekar Shrikar Mahesh	MM'S IMERT	2023	Greenticker Financial Services Pvt Ltd-9881608125	216000
95	Gaikwad Abhishek Balaji	MM'S IMERT	2023	VBelieve Consulting Service Pvt Ltd - 091724 60345	216000
96	Mahangare Chaitanya Narendra	MM'S IMERT	2023	Forest Cfo Pvt Ltd - 99278 22749	216000
97	Pandit Gauri Ramesh	MM'S IMERT	2023	Persistent System Ltd - 98233130087	215040
98	Kadam Asawari Arun	MM'S IMERT	2023	Edubridge Pvt Ltd - 9522582038	215004
99	Lingawale Rushikesh Arun	MM'S IMERT	2023	Edubridge Pvt Ltd - 020 6311 1508	210000
100	Misal Suraj Ramchandra	MM'S IMERT	2023	Dwelling Rbs Pvt Ltd - 7066330156	204000
101	Donekar Sanket Satyanarayan	MM'S IMERT	2023	Socioghost Llp Pvt Ltd - 095524 24080	204000
102	Bhalerao Sanyukta Shashikant	MM'S IMERT	2023	Teamplus Staffing Solution Pvt Ltd - 080 8760 6363	200000
103	Jadhav Shweta Manohar	MM'S IMERT	2023	Kailash Coating Pvt Ltd - 092255 13740	200000
104	Gund Supriya Laxman	MM'S IMERT	2023	Ambit Finvest Pvt Ltd - 091159 98000	200000
105	Divekar Venkatesh Ramesh	MM'S IMERT	2023	Quess Corp Ltd - 1800572-3333	194220
106	Kadam Avishkar Diliprao	MM'S IMERT	2023	Hdb Finance Services Pvt Ltd - 044 4298 4541	186715
107	Waghmare Mayuri Ganesh	MM'S IMERT	2023	WNS Pvt Ltd - 7385731643	182000
108	Amog Jagtap	MM'S IMERT	2023	Studio Sports -9881608125	180000
109	Waikar Hrishikesh Mukund	MM'S IMERT	2023	Prescient Technologies Pvt Ltd - 096060 12806	180000
110	Rathod Omkar	MM'S IMERT	2023	Agrana fruit pvt ltd - 99873 87111	180000
111	Sakshi Dongare	MM'S IMERT	2023	Sahayog Multi-state Credit Co-operative Society-080 6000 0655	154368
112	Khilare Archana Janardhan	MM'S IMERT	2023	Bharti Construction Pvt Ltd - 610-458-3140	144000
113	Sutar Aashutosh Aanand	MM'S IMERT	2023	Vhil Electric India Ltd - 9307309289	144000
114	Minase Chaitali Suraj	MM'S IMERT	2023	Shadi Asap Pvt Ltd - 084599 41735	140000
115	Jagtap Sakshi Pravin	MM'S IMERT	2023	1 Stop Solution & Services- 9067673800	140000

eSign

Signed by: Shubhangee Ramaswamy
Reason: Official Document
Location: Pune, India
Date: 26-Jul-2024 (03:13 PM)



Since 1994

Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CTS No. 205, Behind Vandevi Temple, Karvenagar,
Pune – 411052



Sr. No.	Name of student who has been placed	Program graduated from	Year of Graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
116	Biliangadi Rushabh	MM'S IMERT	2023	Adroit Enterprise Pvt Ltd - 91 982242269	120000
117	Chougule Yash Maruti	MM'S IMERT	2023	Kumparam Jugatram Suthar & Associates - 087967 89868	120000
118	Salvi Shravan Sandip	MM'S IMERT	2023	Loan Dpr Pvt Ltd - 084599 41735	120000
119	Tavar Rohit Thomas	MM'S IMERT	2023	Tata Elaxi Ltd - 080 2297 9123	120000
120	Kale Aishwarya Charudatta	MM'S IMERT	2023	Persistent Systems Limited- 98233130087	120000
121	Bhagwat Avinash Kiran	MM'S IMERT	2023	SGA (Shree Gurudev Associate) - 9822810342	Entrepreneur
122	Chhaged Abhinav Navin	MM'S IMERT	2023	TEEKAOOTECH- 9850152411	Entrepreneur
123	Mundlik Adesh Machindra	MM'S IMERT	2023	Self-Employed (Jewellery Shop - 7887494818	Entrepreneur
124	Chaukase Deepika Santosh	MM'S IMERT	2023	Entrepreneur (Make-Up Artist) - 7066716907	Entrepreneur
125	Jadhav Abhimanyu Dhananjay	MM'S IMERT	2023	Puneeri Bappa -8805833675	Entrepreneur
126	Suryawanshi Mayuri Shivaji	MM'S IMERT	2023	Jyotirling Jewellers - 7249670303	Entrepreneur

Sr.No.	Name of student who enrolled for higher education	Program graduated from	Year of graduation	Name of institution joined	Name of program admitted to
127	Ippar Amruta Balajirao	MMS IMERT	2023	Swami Ramanand Tirth University, Nanded	PHD
128	Rahul Laxman Dhanwad	MMS IMERT	2023	AISSMS Institute Pune	PHD

Prepared By : Mr. Dyaneshwar Unawane

Reviewed By : Dr. Vinod Mohite

Approved By- Director Incharge : Dr. Shubhangee Ramaswamy

eSign

Signed by: Shubhangee Ramaswamy
Reason: Official Document
Location: Pune, India
Date: 26-Jul-2024 (03:13 PM)



September 30, 2022

Hi Ashish,

Congratulations! We're excited that you'll soon be joining the Rackspace family! The Rackspace family includes Tricore Solutions Private Limited which is the legal name for the Rackspace affiliate in India. Going forward, you may see this name on your paystub but all other references to the company will generally be Rackspace. Your first day as a Racker is **October 21, 2022**. Please find your offer letter and a sample earnings statement attached which documents our conversation along with a few more important details. This will allow you to resign from your present organization. Please be informed that Rackspace is willing to reimburse towards the notice period buy-out if that would enable you to join sooner, after taking prior written approval from your recruiter. Please sign below confirming your acceptance and start date.

Now that you've accepted our offer, here are a few things you need to know for your first day at the Rack:

START TIME – Your journey as a Racker starts promptly at 10:00 a.m. You don't want to be late on your first day so please plan to arrive before the start time. The address is: **CoWrks, RMZ Ecoworld, 6A, Outer Ring Rd, Devarabisanahalli, Bellandur, Bengaluru, Karnataka 560103**

Please note that it is important to be on time to complete the joining formalities.

On your joining date, please bring:

- 1) 3 self-photographs (passport sized, color photos),
- 2) Originals & 1 sets of photocopies of the appended documents:
 - Education certificates (Highest degree & Mark Sheets)
 - All professional certificates relevant to your skill.
 - Relieving letter or resignation acceptance letter from your most recent employer.
 - Service certificate & relieving letters from prior employer(s) (5years).
 - Salary slips (last 3 months)
- 3) Proof of identity (PAN card – Must) and bring any one of the following documents: passport, driving license, voter's identification card bearing your permanent address.
- 4) Address details for last 7 years of stay with supporting.
- 5) Aadhar Card details are required for linking of PF accounts.

* Please note that all of the above documents are mandatory

In order to complete your new hire profile, we need some information from you. The link below asks for your personal information for your profile.

<https://forms.office.com/Pages/ResponsePage.aspx?id=9FcAV-9zyEG8uwjbl8Fck42v6nQvxqpEsKP2hOPIO59UNUU5VUNBQkIJQ002MFIxSkxEOVFQTIYzRyQIQCN0PWcu>

This is an exciting time in your career and we're looking forward to having you join us in our mission to become one of the world's greatest service companies! Get ready – Fanatical Experience is a wild ride! We're glad you'll be on it with us.

If you have any questions or concerns, please reach out to me at GEETA.NEGI@RACKSPACE.COM.
WELCOME HOME!

OFFER CONTRACT

We are pleased to offer you the position of **Cloud Engineer II-IN**. Attached are specific terms and conditions of our offer - please read the documents carefully, including your compensation and benefits details.

Acceptance and Commencement

Your appointment will be effective on your joining date **October 21, 2022**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Respond via DocuSign signature below
- Any change to the joining date must be sent to your recruiter at least 5 days prior to your original joining date. The new joining date must be a Monday, Wednesday, or Friday and should be no later than 5 days from the joining date specified above.

Terms and Conditions:

Following are the Terms and Conditions of our offer. Rackspace reserves the right to amend these Terms and Conditions at any time and from time to time.

- 1) Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for Rackspace without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).
- 2) Your designation may be changed at the discretion of Rackspace depending on the work assigned to you.
- 3) **COMPENSATION (CTC):** Your compensation will be as stated below, paid monthly consistent with Rackspace's payroll practices.

Gross Annual: INR Rs **₹16,00,000 INR/year (salary)**

*Refer attached tentative salary statement for fixed component.

Your package will also include participation in the health and other benefits plans pursuant to their terms as may be amended by Rackspace from time to time

- 4) **HOURS OF WORK:** Your working hours will be governed as per company policies and the Company may revise the same from time to time. Being a global organization, you may be required to work on staggered timings /shifts to support 24x7 business operations of the organization.
- 5) **PERFORMANCE REVIEWS:** Rackspace's success lies with all employees. When they volunteer outstanding performance, our customers experience a true world-class service. Measuring success means we each have to contribute toward goals as individuals, teams, and on a broad level as a company. Performance evaluations are tools used by the company to discuss and document achievements, progress towards current goals and continue to move forward together by establishing new goals. We will expect you to naturally discuss your performance with your manager during the course of the working day. However, we also need to make time to sit down and have a more formal review of how you are performing. This will help you and your manager to take stock of the past months and plan for the future. These reviews are intended to provide a forum to discuss progress in your job, highlight your strengths and successes, identify opportunities for growth, and establish goals. The results of your evaluation provide a basis for recommending compensation actions and career opportunities. Your first performance review will take place [three] months after your joining date. A review does not automatically mean a salary increase.
- 6) **CONFIDENTIALITY:** The Employee shall not disclose, duplicate, copy or use for any purpose other than performance of his duties hereunder, and shall treat as confidential and proprietary to Rackspace or, while working on client projects, to the client, all information of Rackspace and its clients, as to which the Employee becomes informed in the course of this employment. The Employee shall not during the term of his employment or at anytime thereafter, divulge to any person information of a confidential nature relating to the business of Rackspace or its affiliated companies or any of its clients.
- 7) **NON-COMPETE:** You acknowledge that Rackspace is a dynamic and growing company with a unique business plan and concept for targeting and delivering its services to its clients. Moreover, Rackspace is a company which is truly global in its reach, with clients currently located throughout the United States and the goal of developing a network throughout the country and globally.
- a. During your employment, you will diligently and conscientiously devote your full and exclusive time and attention and your best efforts to the discharge of your duties as an employee of Rackspace.
- b. While employed by Rackspace, you will not, directly or indirectly, be retained, employed or engaged in any capacity in any other business or the setting up or preparation thereof that is competitive with or substantially similar to the business of Rackspace, as the company is now constituted or may be constituted at any time during your employment by Rackspace and 18 months thereafter. In particular, you agree not to copy or adopt a similar business model as Rackspace or develop a company with the same clients or prospective clients as Rackspace.
- c. For the period of 18 months after the termination of your employment, you agree that you will not solicit, divert or accept business from any customers or accounts with which you or Rackspace have had contact during the period of employment at Rackspace. Similarly, you agree not to solicit, divert or accept business from contacts developed while at Rackspace, whether or not those contacts are customers. This agreement shall extend to those regions in which Rackspace currently has business or

has significant plans to be involved within a period of 18 months after the termination of your employment.

d. You agree that you will not for a period of 18 months immediately following the termination of your employment, either directly or indirectly, solicit, take away or attempt to solicit or take away any employees of Rackspace either for yourself or for third parties.

If any of the provisions of this section are breached, you agree that Rackspace will be irreparably harmed, thus Rackspace will be entitled to immediate injunctive relief in addition to any monetary damages.

8) MISCONDUCT: If at any time you are found guilty of misconduct, commit any breach of this contract or any other terms of employment or refuse or willfully neglect to perform to the satisfaction of Rackspace in connection with those businesses in which you may be engaged all or any of the duties devolving upon you, Rackspace may at once without any previous notice terminate the contract of your employment solely at your cost, risk and responsibility.

9) NOTICE PERIOD:

a. At any time during initial 3 months, either you or Rackspace may terminate your service by giving 30 days' notice.

b. Upon completion of 3 months, you or Rackspace may terminate your service at any time by giving 60 days' notice or salary in lieu thereof. However due to exigencies of business Rackspace may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by Rackspace to that effect.

c. Leaves cannot be availed during serving Notice Period.

d. Any amount paid to facilitate joining, but not limited to; notice period buyout, training, relocation, Joining bonus, etc. is required to be repaid to Rackspace in case of resignation within 1 year from the date the said expense is incurred.

e. In case of onsite travel, the employee agrees to sign a bond for not leaving the services of the Company for a minimum period of twelve months from the date of his/her travel, as a part of the consideration for the training efforts and costs involved.

f. Upon your resignation or retirement from Rackspace or termination of your services, you are required to return all assets and property of Rackspace such as documents, machines, data, files and books etc.

g. You will retire from the services of Rackspace on attaining the age of superannuation [58 years].

10) BENEFITS: Rackspace provides an excellent benefit package to its employees at present. This package includes:

a. HOLIDAYS & VACATION: You will be entitled to customary legal holidays as recognized by Rackspace, however if for business reasons you are expected to work on these holidays you would be allocated a

compensatory off. You are also eligible for 18 Earned Leaves, 7 Sick Leaves and 7 Casual Leaves in a year as per Rackspace's leave policy.

b. GROUP MEDICLAIM INSURANCE POLICY: This is Rackspace's paid benefit where you and your nuclear family (Definition of family: Spouse+ Kids) are covered on family floater. If either you or any of your dependents, for any reason, fail to qualify for such coverage, then you agree that it shall be your responsibility to procure your own life, health and disability insurance for you or your family member with a company of your selection.

c. TRAINING & EDUCATION FUND: Rackspace facilitates the employees to continuously develop & acquire the technical skills on latest technology. After an employee completes one year with Rackspace, a training and education fund is made available. Details regarding this program shall be given at the time of joining.

11) ASSET ALLOCATION AND USAGE:

As per policy, Rackspace provides laptop computer and mobile phone (if required to perform assigned duties) to its employee. The usage of such assets is subject to following:

(i) The asset shall be used by the employee only for the business of Rackspace and shall not be used for any unlawful or prohibited purpose.

(ii) The employee in event of any loss/ damage to the asset shall lodge FIR with concerned Police station and submit the FIR to PE department of Rackspace. Further the employee shall indemnify Rackspace against any and all claims, damages, losses and expenses of any kind arising from or connected with the use of the asset.

I am certain that you will find a career with Rackspace to be both challenging and rewarding, and I look forward to your joining us.

Sincerely,

Maheswari Rath (Mahi)
Sr. Manager - Human Resources
Rackspace (also known as Tricore Solutions Private Limited)

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS: I agree that I have read, understand, and accept employment with Rackspace under the terms and conditions stated above.

CONFIDENTIAL

Mr. Sandeep Gosavi

A-208, Ruturang Apartments
S. No. 41, Kothrud
Pune, 411038
India

Date: 06 April 2023

Dear Sandeep Gosavi,

Appointment Letter

We have pleasure in offering you an appointment as "Senior Consultant" in our Company at "Pune Campus", with effect from your date of joining. Please note that if you do not join on or before "April 12, 2023", this offer will be treated as withdrawn.

1. You will receive a Base Salary (Basic + Basket of Allowance (BOA)) of Rs 1,25,268/- (One Lac Twenty Five Thousand Two Hundred Sixty Eight only) per month.
2. You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
3. Your services are transferable to any department, unit or location in India or abroad, in any subsidiary or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion.
4. The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
5. The other terms and conditions are detailed in the attached "Conditions of Service
6. You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
7. You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
8. This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
9. During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company / customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters. You shall maintain utmost confidentiality of the Confidential Information which you had gained access to and shall not breach the confidentiality requirements laid down by the Company.

This also covers any and all industrial and intellectual property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures etc. belonging to Atos and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company / customer.

Mr. Sandeep Gosavi

CONFIDENTIAL

Contd....

10. You agree to promptly disclose to Company all ideas, discoveries, inventions, improvements, software, writings and developments that may be authored, conceived, developed or reduced to practice by you either solely or jointly with others during the term of your employment under these circumstances:
 - a) during your working hours, or
 - b) at company's expenses, or
 - c) using any of Company's materials or facilities, or
 - d) that relates to the business of Company or to the research or development of the Company (hereinafter "Company Intellectual Property").

11. Please note that Atos has a „Non-solicitation" clause as a standard term in the contracts with all its Customers.
 You will not during the applicability of the „Non-Solicitation" clause referred above between Atos and its customers, seek or take up directly or indirectly or through any other entity, any part time or full time job or assignments or work as an Advisor with any units of customer companies of Atos or subsidiaries or associate companies of such customer companies during your employment or for a period of 6 months thereafter.

12. You hereby agree that for a period of 12 months following termination of your employment you will not directly or indirectly whether on your own account or jointly in association with or on behalf of any third party:
 - a) Solicit, canvas or Endeavor to obtain business relating to information technology and related services - from any company, person, firm or corporation who or which was a client or customer or potential client of any Group company at the date of termination of your employment and with whom or which you were in the habit of dealing in the 12 months preceding termination of your employment;
 - b) Accept orders or business relating to information technology services from any company, person, firm or corporation who or which was a client or customer or potential client of any Group company at the date of termination of your employment and with whom or which you were in the habit of dealing in the 12 months preceding termination of your employment;
 - c) Solicit or entice away or procure employment for, or endeavor to solicit or entice away or procure employment for, any individual employed in an executive, managerial, senior technical or sales capacity by any Group company at the date of termination of your employment and with whom you had material contact by virtue of your employment;
 - d) Use, recollect or seek to duplicate any customer base or subscription base used by any Group company.

13. You will be governed by the code of conduct; discipline, rules and regulations as laid down by the Company from time to time and these will be deemed to form an integral part of this contract of employment. You will be required to sign the „Code of Ethics" on the time of joining.

14. Upon termination of your employment, you will return to the Company all papers and documents which may at that time be in your possession, relating to the business or affairs of the Company or any of its associates or branches and you will not retain any copies or extracts there from.

15. It will be your personal responsibility to obtain the following within 3 months' of joining:
 - (a) Valid Driving Licence for driving a light motor vehicle in India.
 - (b) Obtain a valid Passport from R.P. Office, Government of India.

Mr. Sandeep Gosavi

Contd....

16. Please note that that this appointment is subject to clearance of the following:

- a) Background Verification – Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof.

If you are agreeable to the aforesaid terms and conditions, please return the duplicate of this letter duly signed.

We have pleasure, in welcoming you to our organisation, and we sincerely hope that, this appointment will be of mutual benefit.

Yours truly,
For **Atos Global IT Solutions and Services Pvt. Ltd.**

Osborne Pereira

Director - HR

Acceptance Signature: _____

Date: _____

Mr. Sandeep Gosavi



AIR FORCE CENTRAL ACCOUNTS OFFICE, NEW DELHI

e-PAYSLIP :

33 3

Anil Mane

793794-K SGT **ANIL DATTATRAYA MANE RDO FIT**

GROUP	X	DOB	06-JUN-84	NE DATE		PARENT UNIT	RB29:9BRD
TRADE	RDO FIT	DNI	01-JAN-22	PAN	ALSPM7820R	ACCTG UNIT	6010:9BRD
ENRL DATE	16-JUN-03	RANK DATE	23-JUN-16	DRESS ALLC		LEVEL/IDX	LEV 5 IDX 17

ENTITLEMENTS	(in Rs.)	DEDUCTIONS	(in Rs.)	INCOME TAX	(in Rs.)
BASIC PAY	46,800	PF SUBSCRIPTION	20,000	GROSS EARNED	9,08,170
MSP	5,200	AFGIS SUBSCRIPTION	3,200	GROSS ESTIMATED	2,63,871
X-PAY	6,200	IAFBA SUBSCRIPTION	45	OTH EXEMPTION	60,362
GCB	540	FAS IAFBA	200	STD DEDUCTION	50,000
CLASS PAY	540	PLI PREMIUM	425	TAXABLE SALARY	10,61,679
DEARNESS ALLOW	18,042	IAFBA WELFARE LOAN (2/18)	3,835	GROSS TOTAL INC	10,61,679
TPT ALLOW	3,600	INCOME TAX	8,377	PF/INS(80C)	2,85,780
TPT DA	1,116	MISC DEBITS	12,946	NET INCOME	9,11,679
CPMA	158			GROSS TAX	94,836
LRA	799			EDUCATION CESS	3,794
ATA	450			NET TAX	98,630
AWA	675			TAX RECOVERED	65,121
RATION ALLOWANCE	3,837			TAX DUE	33,509
MISC CREDITS	7,416				

GROSS ENTITLEMENTS	95,373	GROSS DEDUCTIONS	49,028	MONTHLY TAX	8,377
--------------------	--------	------------------	--------	-------------	-------

IRLA CREDITS	(in Rs.)	IRLA DEBITS	(in Rs.)	NET PAY	(in Rs.)
OPENING BALANCE	(-) 7,416	ACQ / CDS Payments	38,929	NET PAY	46,345
DIRECT CREDITS	0	GROSS DEDUCTIONS	49,028		
GROSS ENTITLEMENTS	95,373	DIRECT DEBITS	0		
TOTAL CREDIT	87,957	TOTAL DEBIT	87,957		
		CLOSING BALANCE	0		

PROVIDENT FUND CREDITS	(in Rs.)	PROVIDENT FUND DEBITS	(in Rs.)	NOMINATION DETAILS
OPENING BALANCES	23,89,378	WITHDRAWAL	0	Nomination Details will be displayed in the Pay Slip of April every year
SUBSCRIPTIONS	20,000	MISC DEBIT	0	
REFUNDS	0	CLOSING BALANCE	24,09,378	
MISC CREDIT	0	AS ON 31-OCT-21		
INTEREST	0			

CDS PAYMENTS				
Type	IFS Code	A/C Num	Date	Amount
MONTHLY PAY	SBIN0005669	*****0270	30-NOV-21	38,929

RENT MISC VOUCHERS
N/A

MISC VOUCHERS							
POR / Auth	Vr Desc	Vr Num	From Dt	To Dt	Old Rate	New Rate	Amount
DA ARRS	LG02		01-JUL-21	31-OCT-21	16,296	18,042	6,984
DA ON TPT	LH10		01-JUL-21	31-OCT-21	1,008	1,116	432
HRA_RECOVERY_ON_NAC	L229		01-OCT-21	31-OCT-21	12,636	0	12,636
RAC_RECOVERY_ON_NAC	L552		01-OCT-21	31-OCT-21	310	0	310

CEA CLAIM DETAILS
N/A

-----End of Report-----

4

157

Date: Aug 29, 2022

FORM 'A'

To,
Gauri Patil,
Bangalore

Dear Gauri Patil,
Bangalore

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing IntelliPaat family.

We are sure that you have had sufficient opportunity to understand in detail your job role, the organization, etc. We would be glad to provide further clarification, if you need any.

You are required to report for duty at our Bangalore office. The address and the contact number are as follows:

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka
Mobile: +91 7022374614

We are in the process of building an organization, where professionals would find full satisfaction in their challenging job roles and an interesting working environment. In this regard, we welcome your contributions too.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same. We look forward to a mutually beneficial and long-lasting relationship with you.

Yours truly,
IntelliPaat Software Solutions Private Limited



 **IntelliPaat**
Software Solutions Pvt. Ltd.

Dewakar Singh Bisht
Director- Human Resources

AMRTech Park 3, Ground Floor,
Tower B, Hongasandra
Village, Bommanahalli, Hosur
Road, Bengaluru-560068

Date: Aug 29, 2022

To,

Gauri Patil,
Bangalore

Dear Gauri Patil,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you. You have been shortlisted and we have the pleasure in appointing you on the rolls of **Intellipaata Software Solutions Pvt. Ltd.**, on the following terms and conditions:

1) Designation:

Your designation will be '**Business Development Trainee**'.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **8,65,600/-** (Rupees Eight Lakhs Sixty-Five Thousand Six Hundred only) per annum. (The employee is eligible for Rs.**1,00,000/-** of insurance after 3 months of joining).
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits, and/or any other statutory benefits and deductions will be governed by the company's policies/procedures, taxation policies, and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

You are requested to report for duty on **29th August, 2022**. Your application will come into effect from your date of joining.



4) Notice Period:

Subject to any other agreement between you and the company:

- a) The probation period is **4 months**.
- b) Your employment is terminable by Intellipaata without giving notice in writing in the probation period.
- c) You need to serve **2 months** of notice period without fail, or else the management of Intellipaata can hold your salary/experience letter/relieving letter after joining.
- d) The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- e) In the event of any breach in the terms and conditions stated in the Services Conditions and/or Non-Disclosure Agreement or any act amounting to misconduct, your services will be liable to be terminated without any notice or payment in lieu.

5) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions and Non-Disclosure Agreement.
- b) These terms and conditions, in the Service Conditions and Non-Disclosure Agreement are subject to statutory requirements and the company policy.

Note:

- Number of working days is **6 days** in a week.
- Minimum working duration must be **9 hours** including one-hour lunch/dinner break.
- Your incentives will be calculated on a **Monthly** basis.
- On achievement of the incentives, it will be disbursed only on the following month. • Your first month salary will be credited on **20th** of the month

Yours truly,

For Intellipaata Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources

I agree to accept the terms and conditions mentioned above and also those in the Service Conditions, and Non-Disclosure Agreement documents enclosed with this letter.

_____ Name: _____ Place: _____ Date: _____
 _____ Signature: _____



Annexure

Name - Gauri Patil,

Particulars	First 4 months	Next 4 months		After 8 months	Yearly
-------------	----------------	---------------	--	----------------	--------

Basic	11,340	12,990		18,490	221,880
HRA	5,160	5,760		7,760	93,120
Conveyance Allowance	1,600	1,600		1,600	19,200
Mobile bill	516	576		776	9,312
Broadband bill	516	576		776	9,312
Medical reimbursement	1,250	1,250		1,250	15,000
Special allowance	1,618	2,248		4,348	52,176
PF (Employees Contributions)	1,800	1,800		1,800	21,600
PF (Employer Contributions)	1,800	1,800		1,800	21,600
Professional Tax	200	200		200	2,400
Fixed Cost to Company	25,800	28,800		38,800	465,600
Performance Based Incentives					400,000
Total Cost to Company					865,600

**During your first 8 months you are eligible to get upto Rs 200,000/- as incentive based on your performance*

Documents required during Joining

1. **ID Proof:** Copy of Aadhaar card/Passport/Pan card/Voter ID card/Other Government Photo ID
2. **Address Proof:** Copy of driving license/Passport/Voters ID/Lease Agreement/Ration Card
3. **Employment Verification Documents**
 - a) Copy of current employer's Appointment/Confirmation/Appraisal Letter.
 - b) Copy of current employer's Relieving and Work Experience Letter.
 - c) Copy of last 3 months' Salary Slip / Certificate.
4. **Other Documents:**
 - a) Passport Size Photographs (3).
 - b) Copy of PAN Card.
 - c) Copies of all Academic & Training Certificates.

Kindly carry your Signed Offer letter along with a passport size photograph pasted on the offer letter on the day of joining.

Yours truly,
For Intellipaate Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources

Date: 28th October 2022

Name of Candidate: **Mr. Rushikesh Ramesh Nibe**

Subject: Offer Letter

Dear **Rushikesh,**

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Pune** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **16th November 2022.**

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**

A. N. Gargwal

Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Rushikesh Ramesh Nibe**

Annexure I

Earnings	Per Month	Annually
Basic Salary	18300	219600
HRA	7320	87840
Conveyance	800	9600
Others	3580	42960
Gross Salary	30000	360000
Deduction		
P.T.	200	2500
Net Salary	29800	357500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	70000	840000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

Date: 22nd December 2022

Name of Candidate: **Mr. Vijay Nikam**

Subject: Offer Letter

Dear **Vijay**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Pune** Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

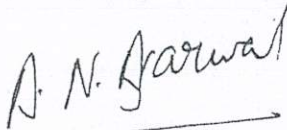
Your proposed date of Joining is **04th January 2023**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For, **PropertyPistol Realty Pvt. Ltd.**



Authorized Signatory

I **accept** the above offer of employment

Signature:

Name of candidate: **Mr. Vijay Nikam**

Annexure I

Earnings	Per Month	Annually
Basic Salary	18300	219600
HRA	7320	87840
Conveyance	800	9600
Others	3580	42960
Gross Salary	30000	360000
Deduction		
P.T.	200	2500
Net Salary	29800	357500
Indicative Incentive *	40000	480000
Total CTC (Including Incentive)	70000	840000

Note: -

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.
- PF if applicable, shall be part of CTC.

To,
Mr. Omkar Sachin Moje
A504, Sunwinds, Near Sanjay Godwhat Institute Bavdhan,
Pune Maharashtra,
India - 411021
Phone: +91-8999799567
E-mail: omoze62@gmail.com

Sub: Offer Letter – Mr. Omkar Sachin Moje

Dear Omkar,

With reference to your application and subsequent series of interviews with us, we are pleased to offer you an employment in our organization on the following terms and conditions.

1. You will be appointed as **SR. DATA ANALYST at Band – B7** with the MR Operations Dept in our organization.
2. You will be on training period of three months and then probation for a period of three months and your performance will be reviewed after three (3) and three (3) months respectively or as and when necessary.
3. Your annual CTC for the Year 2021-2022 will be **INR 801600/- per annum.** (Rupees Eight Lakh One Thousand Six Hundred Only).
4. Company will not take any responsibility for the Transportation hence transport expenses to be borne by you during all shifts.
5. You will be joining for the Duties on **Mar 01, 2022**, failing on which this offer letter will be considered void.
6. On completion of your probation period, you will be placed in a suitable grade depending on your performance.
7. You will not be eligible for any kind of Leave during this period.
8. You will work diligently, honestly and in painstaking fashion in the interest of the company and at all times do your best to see that any discrepancies or indiscretions on the pay of any staff are brought to our notice.
9. On the date of joining, you'll receive an Onboarding & training plan. In addition, you will sign the Employment Contract, Non-Disclosure Agreement, Service Bond (of minimum one year), Intellectual property agreement and get you and your family registered for group medical insurance.

106
263

⑦

95

Dear SONAL KAILAS GOPALE, 106

Welcome to Bajaj Finance Limited.

Congratulations, you have been enlisted as a Bajaj Finance partner.

Bajaj Finance is one of the most diversified and profitable NBFCs in the country with the fastest growing partner network in consumer finance. Today, our financing solution is available in more than 50 categories, ranging from consumer durables to lifestyle products to healthcare.

It is our belief that each relationship is valuable and has helped us to grow consistently over the last 32 years.

Following are your credentials enlisted with us:

Vendor Name: SONAL KAILAS GOPALE

Registered Mobile: 9325509046

Registered E-mail: SONALGOPALE0418@GMAIL.COM

Vendor Code: 03024407

Warm regards,

Bajaj Finance Limited



PAYMENT FROM BAJAJ FINANCE

LTD -21.01.2022 Inbox



no-reply@bajajfinance.com 2 days ago
to me ▾



Bajaj Finance Limited, Viman Nagar, Pune 411014

Vendor : 3024407 SONAL KAILAS GOPALE
PUNE D O KAILAS GOPALE CHIKHGAON PUNE D O
KAILAS GOPALE CHIKHGAON PUNE PUNE

Details of Payment Advice. Doc No : 2000858279 Dated
:20.01.2022 Payment ref.: N020221800720848

Doc.No	Doc.Dt	Bill No	Bill Date	Passed Amt.	TDS Amt.
Net Amt.	Bank	PM Chq.No	B.A.		

0900189241	19.01.22	3024407-DEC-21	31.12.21	10800.00	
540.00	10260.00		CF		

Total for Advice:			10800.00	540.00	
10260.00					

PAYMENT FROM BAJAJ FINANCE LTD 20.01.2022

This is a system generated mail. Please do not reply to this mail.

In case of any query, please feel free to contact us at
partner.service@bajajfinserv.in



Payslip for the month of May 2023

Employee Name	Sonal Kailas Gopale	EMPLOYEE CODE	284905
Bank Account Number	0050100512494917	Permanent Account Number	DGPPG0782P
Designation	SALES OFFICER	Employee Type	HDFC SALES OFFICER
Date of Joining	08 Apr 2022	Band	SO
Department	Credit Cards- Sales	UAN	101831797154
Branch	Bund Garden Road Backoffice	Location	Pune
Days Worked	31	LWP	0
Earnings		Deductions	
Particulars	Amount	Particulars	Amount
Basic Salary	14,500.00	Provident Fund	1,740.00
House Rent Allowance	2,500.00	Professional Tax	200.00
Performance Linked Pay	43,169.00		
Total Earnings	60,169.00	Total Deductions	1,940.00
Net Salary : 58,229.00			
In words : Fifty Eight Thousand Two Hundred Twenty Nine Only (All Amount Is In ₹)			

Date: 22/09/2022

To Vaibhav Patil

Mobile: +91 901 155 0191

Subject: Appointment Letter

Dear Vaibhav,

With reference to your Interview conducted at our office we have pleasure to inform you that your credentials are matching with our requirements.

Further to our discussions, on your application and subsequent interview, you have been selected as a "Associate Consultant" at Grade K in the Company. This offer takes effect from your date of joining i.e. 1st September 2022 on the following terms and conditions.

Please note that your employment shall be governed by these terms and conditions and the company policies, rules and regulations framed by the company from time to time.

A) Appointment

A) Professional Fees:

Professional Charges from 01st September 2022 till 31st August 2023 will be INR 6,50,000/-

Taxes will be deducted from Professional fees as per Govt. Policy

**Payment of Professional tax of INR 2500/- per year will be the responsibility of the employee.

Your detailed CTC structure is mentioned in attached Annexure II

1. During your association with the Company, you will be governed by employment Conditions more specifically stated in Annexure II & III attached to this letter and other rules, code of conduct and regulations framed by the Management from time to time, which shall be applicable to you, and also by such legal provisions as applicable.



India Office:

8, Blue Bell, Lane No. 7,
Dahanukar Colony, Kothrud,
Pune-411 038, India.
Phone No. : 020 67619800
CIN: U74900PN2012PTC143521

South Africa Office:

25, Willow View, 216 Johannesburg Road,
Corlett Gardens Lyndhurst 2106,
South Africa.

Czech Republic Office:

Se Sidlem Ostrava. Marianske
Hory, V Zatisi 810/1, PSC 709 00,
Czech Republic.

104



Onama Consultants Pvt. Ltd.

- Onama Group Company

Date: 22/09/2022

To Vaibhav Patil

Mobile: +91 901 155 0191

Subject: Appointment Letter

Dear Vaibhav,

With reference to your Interview conducted at our office we have pleasure to inform you that your credentials are matching with our requirements.

Further to our discussions, on your application and subsequent interview, you have been selected as a "Associate Consultant" at Grade K in the Company. This offer takes effect from your date of joining i.e. 1st September 2022 on the following terms and conditions.

Please note that your employment shall be governed by these terms and conditions and the company policies, rules and regulations framed by the company from time to time.

A) Appointment

A) Professional Fees:

Professional Charges from 01st September 2022 till 31st August 2023 will be INR 6,50,000/-

Taxes will be deducted from Professional fees as per Govt. Policy

**Payment of Professional tax of INR 2500/- per year will be the responsibility of the employee.

Your detailed CTC structure is mentioned in attached Annexure II

1. During your association with the Company, you will be governed by employment Conditions more specifically stated in Annexure II & III attached to this letter and other rules, code of conduct and regulations framed by the Management from time to time, which shall be applicable to you, and also by such legal provisions as applicable.



India Office:

8, Blue Bell, Lane No. 7,
Dahanukar Colony, Kothrud,
Pune-411 038, India.
Phone No. : 020 67619800
CIN: U74900PN2012PTC143521

South Africa Office:

25, Willow View, 216 Johannesburg Road,
Corlett Gardens Lyndhurst 2106,
South Africa.

Czech Republic Office:

Se Sidlem Ostrava. Marianske
Hory, V Zatisi 810/1, PSC 709 00,
Czech Republic.

107

Date:-07/01/2022

To,
The Director,
MM's IMERT,
Pune-411004

Subject: - Non-Attendance due to job.

Dear Sir,

With reference to above subject I, Vaibhav Mohan Patil have taken admission for MBA in your institute. I am working in onama consultant and I would like to continue my work. I am also aware that I am not eligible for placement from institute due to my non attendance.

Kindly permit me for the same.

Thanking you

Vaibhav

Sincerely Yours

Name:-	Vaibhav mohan patil
MBA-I Div-	C
Roll No:-	

Note: -Following documents are attached herewith;

1. Copy of appointment letter
2. Latest salary slip

HRD/CON/20-21/43

Date: 21/01/2021

To,
Vaibhav Patil
Mobile: 9011550191

Subject: Service Agreement**Dear Vaibhav,**

We have pleasure to inform you that we wish to enter into a service agreement with you for the services of **Associate Consultant** in the Company from the period **22nd February 2021 to 21st January 2023** on the following terms and conditions. Please note that your Consultancy shall be governed by these terms and conditions, contracts conditions and the company policies, rules and regulations framed by the company from time to time.

A) Professional Fees:**Professional Charges for Feb-21 to Jan-22: Rs. 2,60,000/-**

(Rupees Two Lakhs Sixty Thousand Only)

Professional Charges for Feb-22 to Jan-23: Rs. 3,50,000/-

(Rupees Three Lakhs Fifty Thousand Only)

*****Taxes will be deducted from Professional fees as per Govt. Policy*****

During your association with the Company, you will be governed by Contract Conditions more specifically stated in **Annexure I** attached to this letter and other rules, code of conduct and regulations framed by the Management from time to time, which shall be applicable to you, and also by such legal provisions as applicable.

You are requested to affix your signature on the duplicate of this letter and annexure confirming your acceptance of the terms and conditions and return it to Company.

We are looking forward to your long association with the Company.

Thanking You,

For Onama Consultants Pvt Ltd

Anand Godse
Anand Godse
(Managing Director)



I agree to accept on the above-mentioned terms and conditions.

Sign: _____

Name: Mr. Vaibhav Patil

(Date) :

India Office:

12, Blue Bell, Lane No. 7,
Dahanukar Colony, Kothrud,
Pune-411 038, India.
Phone No. : 020 67619800
CIN: U74900PN2012PTC143521

South Africa Office:

25, Willow View, 216 Johannesburg Road,
Corlett Gardens Lyndhurst 2106,
South Africa.

Czech Republic Office:

Se Sidlem Ostrava. Marianske
Hory, V Zatisi 810/1, PSC 709 00,
Czech Republic.

HRD/CON/20-21/43

Date: 21/01/2021

ANNEXURE I
Company Terms and Conditions

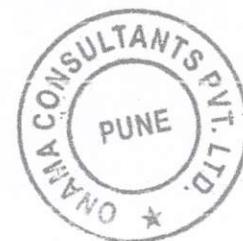
1. Your, benefits, level/grade fitment, level of earnings within your group is absolutely personal to you which is purely based on your academic background, experience, potential and competence as assessed by the company. As such comparison between individual consultants is invidious. Such information is strictly confidential to you.
2. At present, you would be posted at Pune. However, your Contracts & services are liable to be transferred to any other division, activity, geographical location, branch, Group Company, sister concern or subsidiary of this Company or any of its associates, presently in existence & operational or that will be operational in future. In such an eventuality, you will be governed by the terms and conditions and the remunerations as applicable to such new place to which your Contracts may be temporarily or permanently transferred and that you will, therefore, not be entitled to any additional compensation
3. The Company is engaged in software Development and other Contracts to its principals and customers mainly having their activities in India. It is just and necessary to keep the operations in tandem with the needs of the principals & customers. Having regard to the nature of Company's business, it is critical to have overlap with principals' and customers' working hours, vacations (leaves) & holidays on the same line as that of the principals & customers, meeting the business & project requirements. Operations shall remain closed on few days, if required, unless business exigencies require them to keep going on. Individual shall be deemed to be on Vacation (leave) without pay on these days.
4. There shall be exceptions and flexibility with respect to working hours, vacations (leaves) & holidays for accommodating needs of internal/external customers & project needs and for those who are interfacing with the customers.
5. Your working hours shall be flexible. You may be required to work in shifts as per the exigencies of work. The management shall have the sole right to change your working hours as per the exigencies of work, similarly your weekly offs shall also be flexible and shall be subject to change as per the exigencies of work. Your office timings and leaves will be governed as per company policy.
6. You need to sign a formal agreement to effect non-disclosure of confidential information and intellectual property etc., shall be executed by you. Without the prior consent of the Company in writing, you shall not publish or cause to be published any publication or contribute any article or review to any newspaper, magazine or other publication whether for remuneration or otherwise on a subject in any way related to or concerning the Company's business, Contracts, products, strategies or policies.
7. You shall be entitled for 20 days vacations with prior approval & holidays per contract year as per policy.
8. If, during the period, you achieve any inventions, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and exploit such improvement, and such rights shall stand to be automatically transferred to the Company for the purpose of seeking any patent rights in respect thereof or for any other purpose. All the systems or projects developed by you will be the exclusive property of the company.



HRD/CON/20-21/43

Date: 21/01/2021

9. You are expected to give to the Company your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become, in our opinion is a conflict of interest of the company.
10. You are, required to do all the work allied, ancillary related or incidental to the main job. Similarly, you may be asked to do any job within your competence depending upon the exigencies of the situation.
11. You are to treat as strictly confidential the affairs of the Company and its customers of which you may be cognizant, particularly the products, quotations, specifications, trade secrets, systems, procedures or other policy information.
12. During the period with the Company and five years after completion of contract you shall at all times observe secrecy in respect of any information of whatever nature be it technical, trade, business data, information or systems, existing programs or programs developed, Software, inventions made by you or any other consultant of the Company, which you may acquire or which may come to your knowledge. You shall not disclose the same to anybody except a Company's Officer authorized in that behalf. Even after you cease our association with the company you shall not disclose the same to anyone.
13. You shall assign the right and interest in any invention, improvement design or software development drawing made by you solely or in a group while with OCPL, and you shall perform all such acts, execute documents without any consideration for securing the Patent design copyright or trade mark or such or any other right or create title in the name of the Company, in relation to any product, Contract arising out of invention, improvement or development as stated above.
14. You shall always endeavor to upgrade your skills, knowledge, and expertise from time to time and shall not refuse to undergo any training or program undertaken by Company or as directed by the Company for improvement or up gradation of skills, Contracts performance or such other things necessary for the growth of the Company.
15. Upon leaving the Company you shall return to the company forthwith all the property, documents drawings, designs, programs, data in whatever form, hardware, software, records etc belonging to the Company or its associates, subsidiary, clients, or customers.
16. Any dispute between yourself and the Company concerning or relating to or arising out of your Consultancy shall be subject to the jurisdiction of Pune.
17. You shall at all times put in good faith and make all attempts to resolve differences arising out of any of the above clauses or any difference related to OCPL by discussion with your higher authorities failing which by resorting to arbitration. Both the parties shall appoint one arbitrator each having professional reputation. These Arbitrators shall appoint one referee by joint consent.
18. The Indian Arbitration and Conciliation Act shall govern the arbitration 1996, it shall be held in Pune and in English language.



HRD/CON/20-21/43

Date: 21/01/2021

19. All the correspondence, communications by the company herein after shall be made either personally at work place or at the residential address given by you, at any one of the places at the discretion and convenience of the company. Should you change your residence, you shall forthwith inform the address in writing to the company.
20. You will not solicit any employees or clients for a period of 2 years after completion, termination or closure of contract with the company. Any direct or indirect solicitation of employees or clients you will be liable to the amount of lost revenue from the client.
21. This contract can be terminated by any of the parties by giving to the other party a notice of three months in writing of its intention to do so or by tendering a sum equivalent to Three month's professional charges in lieu thereof, and further the Company may at its sole discretion, waive the whole or part of the notice period without any compensation. However, Company also reserves the right not to relieve you till the completion of job/assignment in hand.
22. A Consultant / employee if on a notice period or on a long term leave or break for any purpose will not be considered as he or she is in active service
23. In the event of breach of any of the terms & conditions of these terms and conditions & rules, the Company reserves the right to claim liquidated damages from you, apart from other damages. Company also reserves the right to terminate your services without giving notice.
24. Your contract will be subject to your being and remaining medically fit. It is necessary for you to get medically examined by the Medical Officer appointed by Company as and when required by the Company. If at any stage, you are found to be unfit by the Medical Officer for the job currently being done by you, then you are liable to be terminated on medical grounds.
25. You will be solely responsible for the Company property assigned to you to discharge your duties. Loss of any of items would be recovered from you, as the Company may deem appropriate. On ceasing to being the Company for any reason, you will promptly settle all the accounts including the return of all Company properties, tools, equipments, documents, etc. Without making or retaining any copies.
26. You are not to interest yourself in any business or impart training in conflict with company's offerings. Breach of any one of the conditions above will render you liable to termination without notice.
27. You will be obliged to delete any data/information on your laptop at time of resignation.

I have read and understood all the terms and conditions and accept them fully.

Sign: _____

Name: Mr. Vaibhav Patil

Date:





Onama Consultants Pvt Ltd

Flat No.08, Blue Bell, Lane No.7 Dahanukar Colony, Kothrud

Pune, Maharashtra - 411038

Payslip for the Month of Nov 2021

Employee Name	Vaibhav MOHAN Patil	Payable Days	30
Employee Code	P201572	Paid Days	30
Designation	Associate Consultant	Paid Days - Arrear	0
Department		Joining Date	22 Feb 2021
Bank Name	HDFC Bank	PAN	BZVPP3810L
Bank Account No	50100000239811	Location	Pune
Provident Fund No		Grade	

Head	Current Month		April To Date	
	Earning	Deduction	Earning	Deduction
PROFESSIONAL FEES	20,000.00	0.00	160,000.00	0.00
JOINING BONUS	0.00	0.00	20,000.00	0.00
INCOMETAX	0.00	2,000.00	0.00	18,000.00
Total	20,000.00	2,000.00	180,000.00	18,000.00

Net Salary :- 18,000.00 (Rs. Eighteen Thousand Only)

"This is a computer generated statement and does not require any signature or stamp."



9

23
29

Offer: Computer Consultancy
Ref: TCSL/DT20217642677/Pune
Date: 13/02/2023

Ms. **Swapnali Sujitkumar Pingale**
102, Alishan Super Market Building, Chinchpada, Pen, Tal. Pen, Dist. Raigad,
Near Jambhale Classes,
Pen-402107,
Maharashtra.
Tel# 91-9284008592

Dear Swapnali Sujitkumar Pingale,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee** in Grade Y.

Your gross salary including all benefits will be **₹5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,456/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹2,800/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹1,900/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.



2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.



TERMS AND CONDITIONS

1. Relevant Experience

No experience is considered to be relevant to TCSL's business

2. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

3. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

4. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you. This confirmation will be communicated to you in writing.

If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If



your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

5. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

6. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

7. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

8. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

9. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xperience Centres
- Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Swapnali Sujitkumar Pingale
Designation	Management Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	25,206	3,02,472
2) Performance Pay		
Monthly Performance Pay	2,800	33,600
Quarterly Variable Allowance*	1,900	22,800
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	47,628	5,79,430

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,456	2,09,472
GROSS BOUQUET OF BENEFITS	25,206	3,02,472

67



Since 1994

Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
S. No. 18, Plot No. 5/3, CTS No. 205, Behind Vandevi Temple, Karvenagar,
Pune - 411052



AY: 2022-23

Placement Details

Name of the

Student: Pingale Swapnali Sujitkumar

Class: MBA II / MBA II MBA II

Div: B

Specialization: Major: Marketing

Specialization : Minor: International Business

Mobile no 8149707971

Email ID: swapnalipingale2021@mmimert.edu.in

Date: 04/07/2023

Faculty Mentor Dr. Jitendra Bhandari sir

If Salaried fill below details-

Name of the Company: TCS

Location of the Company: _____

Designation: Management Trainee

CTC offered: 5.79 LPA

If Self employed fill below details-

Name of the Organization _____

Owner/ Partner/ Proprietor _____



Offer: Computer Consultancy
Ref: TCSL/DT20217642677/Pune
Date: 13/02/2023

Ms. Swapnali Sujitkumar Pingale
102, Alishan Super Market Building, Chinchpada, Pen, Tal. Pen, Dist. Raigad,
Near Jambhale Classes,
Pen-402107,
Maharashtra.
Tel# 91-9284008592

Dear Swapnali Sujitkumar Pingale,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee** in Grade **Y**.

Your gross salary including all benefits will be **₹5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides break-up of the compensation package.

Only confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹17,456/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



GROSS SALARY SHEET

Annexure 1

Name	Swapnali Sujitkumar Pingale
Designation	Management Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	25,206	3,02,472
2) Performance Pay		
Monthly Performance Pay	2,800	33,600
Quarterly Variable Allowance*	1,900	22,800
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	47,628	5,79,430

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,456	2,09,472
GROSS BOUQUET OF BENEFITS	25,206	3,02,472



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Office no.119,1st floor, Hindustan kohinoor complex, LBS road, opposite surya nagar ,
vikhroli west ,mumbai 400083.

admin@badafinance.in

022- 4013 5107

BADA FINANCE

OUR PROFESSIONALS WORK. YOU RELAX

Offer & Joining Letter

Strictly Private and Confidential

Ms. Shriya Menkudle

Pan no:- FPNPM8172Q

Joining Date:- 10th April 2023

Dear Shriya Menkudle,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is an offer & joining letter subject to clearing the background verification, reference checks and also on academic certification (if required)

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as Relationship Manager at Bund Garden location (Pune). Your per annum fixed Cost To Company (CTC) is mentioned below annexure 1. This CTC will be subject to review based on your performance and other criteria, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company. Incentive structure will be communicated with you every month.

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws and will be communicated accordingly.

You shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter. We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

Annexure 1-

Annual CTC - 550080

Holidays- All Sunday and public holidays decided by management.

Office Timing- 10:00am to 7:00pm (any changes will be communicated to you)

Salary Date- 7th of every month (any changes will be communicated to you)

Job Role- Customer handling

Incentive Date- with M+1 salary (e.g. Feb incentives on 7th April) (any changes will be communicated to you)

Notice period- 30 days (salary will be given on till date worked basis). If you exit without serving notice period, you will not be eligible for any pending salary.

Annual leave- Casual/privilege leaves entitlement as per prevailing leave policy

Probation Period – 6 months

Note1- If on notice period or exit you will not be eligible for coming incentives.

Note2- If found in any indiscipline or any such activity which is against company policy, termination will be done immediately without any prior notice. Final settlement will be done in next 45 days or any day which will be decided by management.

Note3- Late coming to office or extra leaves will be subject to deduction in salary as decided by management.

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

Thanking you,

BadaFinance S&P Services LLP

Pawan Pal / Saurabh Singh

Signature

Name – Shriya Menkudle

Salary Structure

Strictly Private and Confidential

Effective from 1st January 2023

To,

Shriya Menkudle.

Annexure

Salary Head	Monthly	Yearly
Basic + Dearness allowance	22020	264240
House rent allowance	17616	211392
Bonus	4404	52848
Total Gross salary	44040	528480
Employer PF	1800	21600
Employer ESIC	NA	NA
Total CTC	45840	550080
Employer PF	1800	21600
Employer ESIC	NA	NA
Employee PF	1800	21600
Employee ESIC	NA	NA
Employee PT	200	2400
Total NET Salary	42040	504480

Note : Any taxes if applicable will be deducted.

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

Signature

BadaFinance S&P Services LLP

Pawan pal/ Saurabh Singh

Signature

Shriya Menkudle

11
123



BUSINESS ANALYST

Date: 02-05-2023

Dear Simran,

We're delighted to inform you that your application for the position of Business Analyst at Next Bridge Inc. has been accepted. Congratulations and we're glad to have you on board!

As a Business Analyst, you will be working full-time at our Hadapsar's office. Your team will be a hybrid team consisting of members from the Marketing, Engineering, Sales and Customer Service departments. Your day-to-day tasks will include analyzing important company data and metrics and coming up with informed solutions to propel our company.

The starting salary of this position will be INR 5,50,000 per annum. You will also receive medical insurance, 40,000 and paid time offs. The salary is subject to increase based on your performance at the company.

We would like to hear your response by 10-05-2023. Before accepting our offer, should you have any questions, please let us know.

Thank you!

408-413, 4rth floor Signet
Corner, Baner - Balewadi Rd,
Baner, Pune, Maharashtra
411045

REVATI NITIN NELEKAR
+918888896531
HR. HEAD





13th December 2022

Sub: Offer of employment by Pin Click

Dear **Satish Pogalwar,**

Congratulations!

We are very pleased to extend an offer to you to join Pin Click as **"Property Advisor"**, with effect from **15th December 2022**

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A.. Once the PPO is confirmed **5.16 LPA** is applicable and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at our **Pune** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its
4. potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
5. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
6. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days' notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
7. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
8. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
9. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

Page 1 of 4

Pin Click Property Management Pvt Ltd

No 94 Amar Jyothi layout, Above HDFC Bank 3rd floor, Domlur, Bangalore-560071.
Contact No : +91-8047-193000 website :www.pinclick.com
CIN No.U70102KA2015PTC084563

The details of your annual earnings are as **Annexure A**.

ANNEXURE A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Satish Pogalwar	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	15th December 2022	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Subtotal I / Gross Pay	23,740	2,84,880
B (A-B)	Professional tax	200	2,400
	PF Employer	900	10,800
	Net Salary	22,640	2,71,680
C	Benefits		
	PF Employee	900	10,800
	Gratuity	360	4,320
Total A + C	Sub-Total II	1,260	15,120
	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Android Phone and Two-wheeler is mandatory with a valid driving license.</p> <p>*There will be 7 days of training period and an assessment then your payroll will start)</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed. We look forward to the opportunity of working with you at Pin Click

Manik Kinra

Founder & CEO

ANNEXURE B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Satish Pogalwar	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	15th December 2022	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	7,139	85,668
	SubTotal I / Gross Pay	26,589	3,19,068
B (A-B)	Professional tax	200	2,400
	PF Employer	1,008	12,096
	Net Salary	25,381	3,04,572
C	Benefits		
	PF Employee	1,008	12,096
	Gratuity	403	4,836
Total A + C	SubTotal II	1,411	16,932
	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Android Phone and Two-wheeler is mandatory with a valid driving license.</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click

ManikKinra

Founder & CEO

LETTER OF INTENT

- A) The employee shall manage the day-to-day affairs of the Company and shall supervise the office staff and any other employees of the company. The supervisory function shall be discharged by the employee with due regards to his/ her KRA's.
- B) The employee shall at all times abide by the policies and practices of the company and comply with applicable laws.

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc. as may be communicated to me from time to time.

Name: _____ Today's Date: _____

Signature: _____ Anticipated Start Date: _____



9th September 2022

Sub: Offer of employment by Pin Click

Dear **Yash Sanjay Yete**,

Congratulations!

We are very pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **12th September 2022**

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A.. Once the PPO is confirmed **5.16 LPA is applicable** and attached herewith Annexure B.
2. Your initial posting as a Pin Click employee will be at our **Pune** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its
4. potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
5. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
6. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days' notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15day'snotice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, the Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
7. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
8. During your employment with Pin Click, you will, under no circumstances, work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
9. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

The details of your annual earnings are as **Annexure A**.

ANNEXURE A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Yash Sanjay Yete	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	12th September 2022	
	C & B CATEGORY	INR – Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Subtotal I / Gross Pay	23,740	2,84,880
B (A-B)	Professional tax	200	2,400
	PF Employer	900	10,800
	Net Salary	22,640	2,71,680
C	Benefits		
	PF Employee	900	10,800
	Gratuity	360	4,320
Total A + C	Sub-Total II	1,260	15,120
	Cost to the Company	25,000	3,00,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with a valid driving license.</p> <p>*There will be 7 days of training period and an assessment then your payroll will start)</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed. We look forward to the opportunity of working with you at Pin Click

Manik Kinra

Founder & CEO

ANNEXURE B

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Yash Sanjay Yete	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	12th September 2022	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	8,400	1,00,800
	House Rent Allowance	7,000	84,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Education Allowance	2,000	24,000
	Special Allowance	7,139	85,668
	SubTotal I / Gross Pay	26,589	3,19,068
B (A-B)	Professional tax	200	2,400
	PF Employer	1,008	12,096
	Net Salary	25,381	3,04,572
C	Benefits		
	PF Employee	1,008	12,096
	Gratuity	403	4,836
	SubTotal II	1,411	16,932
Total A + C	Cost to the Company	28,000	3,36,000
	Performance Enhanced Incentives	15,000*	1,80,000*
<p>#NOTE: Performance Enhanced Incentives Is Target Based and will be paid based on your sales achievement</p> <p>* The Offer/ Salary Is Subjective to Completion of Training</p> <p>*Two-wheeler is mandatory with a valid driving license.</p> <p>*The above annexure includes 3000 rupees fuel allowances & 500 Rs deduction for mobile bill</p> <p>Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF as applicable.</p>			

510000/-

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click

ManikKinra
Founder & CEO

LETTER OF INTENT

- A) The employee shall manage the day-to-day affairs of the Company and shall supervise the office staff and any other employees of the company. The supervisory function shall be discharged by the employee with due regards to his/ her KRA's.
- B) The employee shall at all times abide by the policies and practices of the company and comply with applicable laws.

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc. as may be communicated to me from time to time.

Name: _____ Today's Date: _____

Signature: _____ Anticipated Start Date: _____



(14)

(150)

OFFER LETTER**04-09-2023**

Dear **KRISHNA SHESHNATH SINGH**, NoBroker is a real estate portal which eliminates brokers from the real estate transactions and currently deals with residential rental niche with plans of expanding to other niches in real estate and businesses which involves middlemen transactions.

As we continue to grow, we are looking for likeminded people who can join our team and follow the leadership and be part of our culture of innovation

Further to our discussion, we are pleased to invite you to join our team as an **Sales Executive** based out of Pune,Pune, Maharashtra, India.

Your scope of responsibilities will be as briefed to you during your conversation with our team and in addition to that all other duties assigned to you by your Manager. In accepting this offer of employment, you will be required to perform all duties assigned to you with due care and diligence and in compliance with company norms. You are expected to devote all your time and effort in performing assigned duties during the business hours and reasonable additional hours as it may be necessary for business.

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 5,11,412/-** per annum.

The details of your compensation structure and other benefits are outlined in Annexure. Performance pay will be payable as per the company's internal policies.

The compensation shall be subject to taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law.

POLICIES AND PROCEDURES

You are required to comply with all NoBroker policies and procedures as they may be amended or added to from time to time.

LEAVE

You will be entitled to 7 days of sick leave per annum and 15 days of vacation leave per annum i.e. a total of 22 days leaves per annum. Leave can be carry forwarded to a maximum of 15 days.

OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your manager before being associated or contributing to any forums, groups, projects or non-profit seeking bodies.

TERMINATION

Your employment may be terminated by the Company giving one (1) months' notice or one (1) month's pay in lieu of notice. In case the employee resigns/ give notice for termination of employment, he/she shall give one (1) months' notice or one (1) month's pay in lieu of notice to the Company. Further, the Company at their sole discretion may relieve the employee before the expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of the notice period. Your probation period will be three (3) months from the date of joining. During the probation period, the Company may terminate your employment by giving seven (7) days' notice or salary in lieu of such notice or Employee can terminate by giving One (1) Months' notice or salary in lieu of such notice. The company may terminate your employment without notice/ without pay in lieu of notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties.

RETURN OF COMPANY PROPERTY

On termination of your employment, for any reason, you must immediately return to the company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to the company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

Any damage/loss/theft to company property issues to you, not limited to a laptop will have to borne by employee subjected to review by management.

NON-COMPETE & NON-SOLICITATION OBLIGATIONS

A. The Employee acknowledges that he/she, during his/her employment with the Group may obtain access to Confidential Information and have dealings with the customers and suppliers of the Group. The Employee acknowledges the breadth of the covenants under this Clause and acknowledges that he/she has various other skill sets which, if deployed by him/her after he/she ceases to be an employee of or ceases to be associated with the Group would be sufficient to be gainfully employed without having to compete with the Group. The Employee undertakes that he/she shall not, during the Non-Compete Period anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise commence, engage or be concerned in any business that competes with the whole or any part of any of the

current or proposed business of the Group except on behalf of the Group, canvass or solicits business of a type similar to those being dealt in, or for services similar to those being provided by the Group from any Person;

B. induce or attempt to induce any customer/client of the Group to cease to be a customer/client, or otherwise interfere with the relationship between such a customer/client and the Group (save and except actions taken during the course of his/her employment in what he/she believes to be, in the Group's interest);

C. induce or attempt to induce any director of the Company, senior management personnel or key employee of the Company to leave the employment of the Company.

D. During the Non-Compete Period, the Employee shall not anywhere in the world, either jointly or severally, directly or indirectly, and whether as an individual, investor, promoter, proprietor, shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office-bearer or agent or in any other manner whatsoever, whether for profit or otherwise;

E. solicit any Person then engaged by the Group as an employee, full-time equivalent, officer, consultant, contractor or director or so engaged within the preceding 12 (twelve) month period ("**Existing Employee**") to leave the employment of the Group, and shall use its best efforts to prevent any of its related entities or Persons from taking any such action;

F. disclose to any third party the names, backgrounds or qualifications of any the Existing Employees or otherwise identify them as potential candidates for employment. G. approach, recruit or otherwise solicit Existing Employees to work for any other employer.

H. persuade any Person which is a vendor/consultant of the Group, to cease doing business or to reduce the amount of business which any such Person has customarily done or might propose doing with the Group.

I. The covenants in this Clause and the time and other limitations with respect thereto are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Group and such limitations are reasonable with respect to the activities of the Group.

J. It is the intention of the Parties that the provisions of this Clause shall be enforced to the fullest extent permissible under the applicable law, but that the unenforceability (or the modification to conform with such applicable Laws) of any provision hereof shall not render unenforceable or impair the remainder of this Clause. If any provision of this Clause shall be determined to be invalid or unenforceable, either in whole or in part, this Clause shall be deemed to be amended or modified, as necessary, the offending provision and to alter the remaining provisions of this Clause to the extent necessary to render the same valid and enforceable to the fullest extent permissible.

K. Nothing herein contained shall affect the Employee's non-competition and non-solicitation obligations set forth in the Transaction Document. The obligations are independent of each other and shall bind the Employee independently.

CONFIDENTIALITY

The Employee shall not, whether during his/her employment with the Group or after the termination of his/her employment, for any reason, directly or indirectly, use for himself/herself or use for or disclose to any Person any Confidential Information other than for the benefit of Group and in the course of performing his duties and responsibilities.

A. Without prejudice to the generality of the foregoing, the Employee shall:

a. keep confidential the Confidential Information and not disclose the same to any third party or use the same for the Employee's benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of the Company.

b. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use. c. not reproduce in any form the Confidential Information except with the prior written consent of the Company.

B. The confidentiality obligations under the Agreement shall not prevent the Employee from disclosing the same if required by law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that the Employee gives the Company notice of such intended disclosure and an opportunity to oppose the same.

C. The Employee confirms that all Confidential Information shall remain the sole and absolute property of the Group or any third party, as applicable. The Employee shall, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which he/she is in possession of.

D. The obligations under this Clause 5 shall survive the termination of the Agreement and shall survive so long as such information remains confidential. The Employee also acknowledges that use of the Confidential Information contrary to the provisions of the Agreement constitutes, among other things, criminal breach of trust in terms of the provisions of the Indian Penal Code, 1860.

E. The provisions of the Agreement for the protection of Confidential Information shall apply notwithstanding that the Employee has unauthorized or inadvertently obtained access to or otherwise come into possession of such Confidential Information.

F. In order to secure or preserve Confidential Information, the Company shall have the right at all times to deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.

Your date of Joining is 07-09-2023.

We look forward for your acceptance of this offer to begin your most exciting journey ahead.

Best Regards,

HR Team

NoBroker Technologies Solutions Pvt. Ltd.

Note - This is a system-generated letter and does not require a signature.

Acceptance:

I, **KRISHNA SHESHNATH SINGH**, have read, understood, and accept this offer of employment, as set forth above.

Signature: _____ Date: _____



ANNEXURE

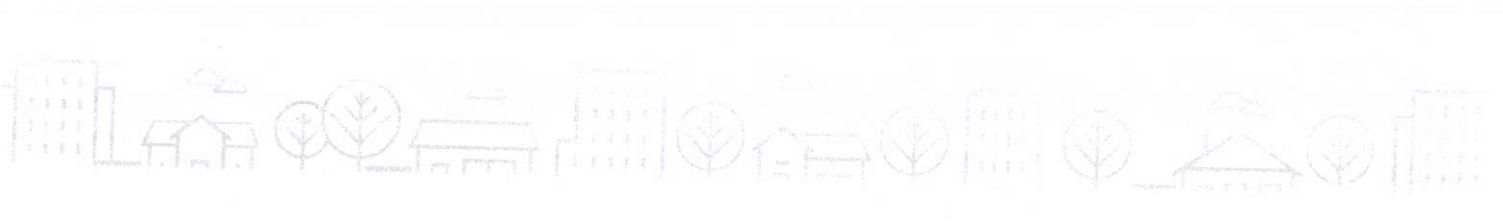
Remuneration Structure (In INR)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	2,04,000	17,000
HRA	81,600	6,800
Special Allowance	98,400	8,200
Employer PF	21,600	1,800
Fixed Pay	4,05,600	33,800
Performance Bonus	96,000	8,000
Gratuity	9,812	818
Total CTC	5,11,412	42,618

* You will also be eligible for Medical Insurance under company's group medical insurance policy, details of the policy will be shared with you separately.

** Please note that above mentioned CTC includes a fixed deduction for employer & employee contribution to PF (INR 3600/-), Professional Tax (INR 200/-) & Income tax, if applicable.

** Gratuity will be payable in line with the statutory provisions, upon separation from the Company, subject to completion of a minimum of five years of employment with the Company.



19
15
sakon

Date: 1-August-2023

Sharayu Kanherkar
2387
Pune

Dear Sharayu,

We are pleased to **appoint** you with Sakon on the following terms & conditions:

1. You will be designated as Executive-Talent Acquisition, Grade A2. You will commence your services with us effective 1-August-2023 at SAKON, AG Trade Center, Survey No. 07 & 08, Plot No 18, 06th Floor & Mezzanine, NDA Road, Ram Nagar, Bavdhan, Pune 411021.
2. Your annual compensation will **INR 5,00,000 /- (INR Five Lakh Only)**. Variable pay will be paid depending on your performance. Please refer Annexure – I for the detailed salary breakup.
3. You will be on probation for a period of six months from the date of your appointment, during which, your performance will be reviewed. On satisfactory completion of the probation period, your employment will be confirmed.
In case your performance is not satisfactory during the probation period, it may result into extension of the probation period or any action has been appropriate by your reporting manager or the HRBP. The probation stands extended until you receive a letter for confirmation of employment.
4. You will be entitled to Gratuity as per the Payment of Gratuity Act, 1957.
5. You will be eligible for 21 days of Annual Leave each calendar year Which can be taken at a time mutually convenient to the Employer and the Employee provided always that this leave entitlement shall only be taken when accrued. The leave balance will be prorated as per your date of joining for the first year.
6. The Employee shall:
 - i) comply with the express directions and instructions given to the Employee from time to time by the Employer and carry out effectively any tasks delegated to the Employee by the Employer from time to time; and
 - ii) comply with the terms of the Global Business Conduct and Compliance Program and with all other policies and procedures of the Employer as amended from time to time, so far as consistent with the provisions of this Agreement.
7. Covenants of the Employee
 - a) The Employee agrees with the Employer that the Employee shall, without derogating from any of the other duties and responsibilities specified in this Agreement:

Page 1 | 5

Gateway Internet Protocol Management Pvt. Ltd.

AG Trade Center, Survey No. 07 & 08, Plot No 18, 06th Floor & Mezzanine,
NDA Road, Ram Nagar, Bavdhan, Pune 411021. Maharashtra
CIN: U72200PN2003PTC018183

www.sakon.com

sakon

- b) Not at any time either directly or indirectly deal with or employ any assets, stock, supplies, money, credits or other effects from time to time belonging or owing to the Employer for the Employee's own use or benefit;
 - c) Not at any time do or suffer any act or thing whereby the Employer or any of the assets or any other property of the Employer may become liable to be seized in execution, charged or affected or whereby the interests of the Employer or any Related Corporation may be prejudicially affected or impaired; and
 - d) Not during the term of this Agreement without the written permission of the Employer be engaged or interested either directly or indirectly in the conduct or operations of any business which shall conflict with the Employee's duties to the Employer
 - e) maintain at all times, absolute secrecy and confidentiality about all matters what so ever relating to the business at SAKON that you may acquire by virtue of your employment with SAKON and assignment to the Client Company, and undertake not to disclose any such information or part with any documents including but not limited to drawings, designs, know – how and / or any such Proprietary information and / or Intellectual Property Rights of the Client Company and SAKON to any third party whilst in the employment of the SAKON or thereafter
 - f) abide by Cyber laws in vogue and follow all Information Technology protocols as laid down by the Client Company and SAKON from time to time for security of information & technology related transactions.
8. Normal hours of work are forty (40) hours per week. Subject to applicable laws, the Employer and the Employee may agree to flexi-working hours provided that the normal hours of work are forty (40) hours per week. Subject to applicable laws, the actual hours will vary with the requirements of your position and when it is necessary to complete the Employer's daily business, to meet deadlines, or to maintain services on behalf of the Employer or its clients, you may be expected to work additional hours
9. You are liable to be transferred to and required to work with any Client Company at any place throughout India or elsewhere outside India.
10. Any innovations or improvements in product/procedure made or discovered by you during your employment with Sakon or in any way affecting or relating the business of SAKON. If and whenever required by SAKON, you shall, at the cost of SAKON, apply or join with SAKON in applying for letters patents or other equivalent protection in India and in any other part of the world for any such discovery, invention, process or improvement as aforesaid and shall at the cost of SAKON execute and do all instruments and things necessary for vesting the said letters patents or other equivalent protection when obtained and all rights, title and interest shall rest with SAKON absolutely and as sole beneficial owner or in such other person as SAKON may specify.
11. Notice period applicable during probation will be 30 days' and the applicable notice period will be 60 days post confirmation of employment.
The Company reserves the right to relieve you only at the end of your notice period. If you are relieved of your duties before the expiration of your notice period on your request the Company will be entitled to recover the remaining notice period amount from you as 'salary in lieu of notice'. Any amount equivalent to the shortfall in notice period and/or any other recoverable would be deducted from any amounts which may

Gateway Internet Protocol Management Pvt. Ltd.

AG Trade Center, Survey No. 07 & 08, Plot No 18, 06th Floor & Mezzanine,
NDA Road, Ram Nagar, Bavdhan, Pune 411021. Maharashtra

CIN: U72200PN2003PTC018183

www.sakon.com

sakon

be payable to you by the Company. If the company decides to relive you before the expiration of your notice, the company will be entitled to pay the remaining notice period amount to you as 'salary in lieu of notice'.

12. In case of separation, you will immediately return to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging of the Company or relating to its business and shall not make any copies thereof. Further, you shall return to SAKON all correspondence, specifications, manuals, process documents, documents relating to statutory compliances, records, etc. belonging to SAKON or relating to its business and shall not make any copies thereof.
13. You will retire from the services of the Company on the last day of the month in which you attain the age of Sixty years. You have given your date of birth as 27-August-2000.
14. This Agreement may be terminated by the Employer without notice and without any payment in lieu of notice if the Employee:
 - a. is guilty of serious and willful misconduct in the opinion of the Employer;
 - b. if the background verification report is red & further investigation reveals that the employee has forged/manipulated any of the facts with regards to his employment/ qualification
 - c. is guilty of any neglect or default which shall have the direct or indirect effect of causing any damage or discredit to the Employer or any Related Corporation; or
 - d. commits a breach of any material term of this Agreement
 - e. if you are absent without prior approval of your reporting authority for a period of more than 3 consecutive days, then under such an eventuality, it shall be lawful for SAKON, justifying the termination of your services after initiating absconding action
15. In consideration of the terms and conditions agreed between SAKON and you, you shall hereby undertake during the term of your employment with SAKON, not to be associated with or be in service of or be Consultant, Retainer or be in any advisory, contractual or non-contractual form, associated with any organization, Company or firm or Industry Association or individual whether or not in combination with each other in the same business or businesses as the ones SAKON is in.
This forms an integral part of terms and conditions of your employment with SAKON.
16. Non-Disclosure and Non-Compete Agreement: You will be signing a standard NCND of SAKON during joining.
17. Intellectual Property Rights: During the tenure of your employment with SAKON, you shall have exposure and access to various novel and proprietary HR, IR and Admin initiatives and processes related to the SAKON 's business and existing and futuristic business plans. All such information forms a vital part of the intellectual and technological property of the company. It is therefore obligatory for you to make sure that during your future professional career either in any other organization or as an individual, you shall neither divulge and/or share any such information, nor make use of any such information related to SAKON's products and technologies for whatsoever reasons.
Further, as part of the assignment with any Client Company, you shall have access to the Intellectual Property, Confidential Business data, Employee Data of the Client Company and its business. All such

Gateway Internet Protocol Management Pvt. Ltd.

AG Trade Center, Survey No. 07 & 08, Plot No 18, 06th Floor & Mezzanine,
NDA Road, Ram Nagar, Bavdhan, Pune 411021. Maharashtra
CIN: U72200PN2003PTC018183

sakon

information forms a vital part of the intellectual and technological property of the Client Company. It is therefore obligatory for you to make sure that during your future professional career either in any other organization or as an individual, you shall neither divulge and/or share any such information, nor make use of any such information related to Client Company's products and technologies for whatsoever reasons.

In connection with all the product patents that have been effective and in force prior to the date of your leaving SAKON and the Processes and Technologies of the initiatives that you have access to, it is obligatory for you to make sure that, during your future professional career you do not involve yourself in design, development, assessment or any other activity related to the products covered by the patents and/or product technology, as mentioned above in a manner that can lead to infringement of the rights of the aforesaid by your prospective employer or by yourself as an individual.

Kindly be advised that infringement of patents rights is an offence under Patents Act, 1970 and the company has lawful rights to initiate suitable legal action against any person or entity involved in the infringement of the patent's rights and/or Intellectual Property Rights of the Company.

18. This appointment is subject to your favorable report of your antecedents from your previous Employers / Referees.
19. You shall be governed by the rules and regulations made by SAKON, a copy of which may be handed over or verbally explained to you for compliance. On cessation of service with SAKON you are required to return the same in good condition and seek an acknowledgement for the same from SAKON.

Yours sincerely,
For SAKON

Sonnal

Sonnal Kaamath
Senior Director and Head of HR- India

I accept the terms and conditions mentioned above.

Employee Signature:
Date:

Page 4 | 5

Gateway Internet Protocol Management Pvt. Ltd.

AG Trade Center, Survey No. 07 & 08, Plot No 18, 06th Floor & Mezzanine,
NDA Road, Ram Nagar, Bavdhan, Pune 411021. Maharashtra

CIN: U72200PN2003PTC018183

www.sakon.com

Annexure - I

Components	Description	Per Annum (INR)
Basic	27% of Total CTC	1,80,000
House Rent Allowance	On Basic Salary	72,000
Statutory Bonus	8.33% of Basic Salary	15,000
Special Allowance	Remainder of Fixed Pay	1,61,400
Total Fixed Salary (A)	Sum of fixed components	4,28,400
Variable Payment	Paid Quarterly in equal distribution	50,000
Total Variable Salary (B)	Sum of variable components	50,000
PF (Employer Contribution)	1800 INR per month	21,600
Total PF + ESIC (Employer Contribution) (C)	Sum of employer PF + ESIC	21,600
Total Annual Compensation (D)	Sum of A+B+C	5,00,000

Yours sincerely,
For SAKON

Sonnal

Sonnal Kaamath
Senior Director & Head Human Resource, India

Note: Gateway Internet Protocol Management Pvt. Ltd. does business as "Sakon" in India.



Date: 19th August, 2022

Name: Sneha Harendra Saini

Address: c/2-33, Nelge pagariya plaza near century enka colony no 2 bhosari Pune- 411039

Offer Letter

With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate - Business Development**.

You will be entitled to emoluments as per **Annexure A** hereto. If you accept this offer, your start date will be **08th September 2022**. Your initial place of posting will be at **"#108 building, Shekhawati Furniture, Start Up Huts Building, 27th Main Road, HSR Layout, Sector 2, Bangalore, Karnataka - 560102"**

Please bring along with you the following documents at the time of joining:

- (i) Certificate in support of your date of birth and educational/professional qualifications.
- (ii) Certificates in support of your experience including relieving order from your present employer, if applicable.
- (iii) Copy of Pan Card & Aadhaar Card.
- (iv) Documents for Bank Account and Address Proof.
- (v) **NOTE:** -Either of the above any of the original documents is a must.

In this regard, please note that in the event any information/ detail submitted/ shared is found to be incorrect or misrepresented by you, this offer (or engagement thereafter) shall stand revoked without any further action/notice and, or obligations to the Company.

Please note that this offer is contingent upon:

- (i) Receipt of the aforementioned documents/information.
- (ii) Completion of a satisfactory background and reference checks.
- (iii) Execution of an employment agreement and other related documents as maybe prescribed by the Company.
- (iv) Completion of the on-the-job training.

Further, you will be on probation for a period of six months from the date of joining ("**Probation Period**") and your employment will be confirmed subject to your completion of the Probation Period to the satisfaction of the Company. For the first six months from your date of joining, the Company shall have the absolute right to terminate your engagement without notice and, or cause if the management get to know that he/she has involved in any wrong work. During this period, you will be paid **Rs.22,000 + incentives add ons**.

The employee is liable to complete his/her daily targets and monthly targets and the company will decide to increase or decrease the revenue based on the employee performance. The company has full rights to deduct the compensation if the employee is unable to generate the revenue as per given by the company norms.

During the period of your employment with the company, you may terminate your engagement subject to a 30 (thirty) days' notice period, failing which the Company shall have the right to make proportionate deductions from the salary owed to you by the Company. The management reserves the right to terminate your employment with/or without notice. Within the stipulated time if the employee is leaving the company without intimation the employee bound to pay 30,000/- (in between probation period).

Upon successful completion of the training period, you shall be required to sign the employment agreement at the time of joining the organization and shall be appointed as "**Business Development Associate**" on an Annual gross salary of INR **5 LPA (Fixed)+ Incentives add ons**.

You will report directly to the concerned Manager.

Your work is intended to provide working as per the requirements during your tenure; specific target variants will be assigned. In this even, if the given work has not completed then it might affect the compensations.

Discipline needs to be maintained with utmost professionalism.

- During the training period, Company do not entertain any leaves apart from medical and official holidays and Sunday's (which the company provides every week).
- The **BDA** role is purely related to having realistic hands-on experience for the Revenue, Business Development and Marketing domain.
- In the probation period there will no leaves applicable for the employees , except on company holidays
- This work comprises of dealing with important data and sensitive information and records which needs to be maintained with secrecy. Any sort of data sharing by any means is strictly prohibited. It is expected from the employee to maintain that benchmark of professionalism and integrity. In case, you're found guilty legal

actions will be taken against the employee

•Starting ten days of training period is purely unpaid but if you hit the sales floor in between ten days your compensation can be calculated from that day itself. This training is purely related to have experience on a real-time basis. Hence, it is expected from each and inducted to impact this aspect of learning through this training program.

We would like to have your response by **24th August 2022**. In the meantime, please feel free to contact me via email at **hrooha@thetechdestiny.com** or phone at **7022625644**, if you have any queries.

In the event you fail to share the signed copy of this Offer Letter on or before the stipulated date, we may withdraw the offer without any further reference to you.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer.

All the Best....!

M Ooha
Executive- Human Resource
Techiespire Pvt Ltd

Full Signature with Date

June 12, 2022

MISS Jasmine Anthony

Dear Jasmine,

Welcome to Tech Mahindra Business Services Ltd. We are pleased to offer you the position of **Customer Relations Advisor** in our organization. The terms and conditions of the offer are given below:

1. Your initial place of Posting will be in PUNE with Aus-PUNE-Operations.
2. You are expected to join as early as possible, and not later than **June 12, 2022** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your induction will be on June 12, 2022
Time: 1:00 PM
Venue: 3 House- 1st Floor – NEO Room.
Our contact no. for recruitment is +91(020) 49142141
3. You will be on probation for a period of three months. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
4. This offer of appointment is conditional and subject to you clearing the Reference Check. If we have reasons to believe that you have not disclosed your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab Initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
5. You are willing to work in 24*7 shifts
6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
9. Please submit the following at the time of your joining.
 - A copy of the relieving letter from your present employer
 - Documentary evidence of the last salary drawn
 - Documentary evidence of date of birth & Educational Qualifications
 - Pre-employment Application Form (if not submitted already)
10. You are informed that any request for a change in process will not be accommodated at the time of joining.
11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please be aware that either of the banks has not identified you as a defaulter. If you have been identified please specify the bank. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,

For Tech Mahindra Business Services Ltd

Yuri Roy
Head - HR Acquisition



Validate your offer letter on



Compensation and Benefits Plan

Name:-	Jasmine Anthony		
Designation:-	Customer Relations Advisor		
Salary Component	(Amount in INR P.M.)	(Amount in INR P.A.)	
Fixed Salary			
Basic	20833	250000	
Other Allowance	8515	102175	
House Rent Allowance	2083	25000	
Night Shift Allowance	1500	18000	
Statutory Bonus	1735	20825	
Sub Total (A)	34667	416000	
PF - Employee Contribution	2500	30000	@ 12% of Basic Salary
ESIC - Employee Contribution [3.25% of Sub Total (A)]	0	0	
Sub Total (B)	2500	30000	
Fixed Salary (C)	37167	446000	
# Performance Incentive @ 100% - (C)	4500	54000	During Probation, you will be paid 2250/-per month. (Refer Net Take Home table below)
Cost to Company (CTC) (A+B+C) @ 100%	41667	500000	
Annual Bonus	-	-	
Insurance (Medical, GPA & EDLI)	-	5997	
Total Compensation + Benefits	-	505997	

Performance Incentive :-
1. Represents the targeted amount. Actual incentive amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.
2. Performance incentive is not applicable during Probation.
3. During Probation you will be paid a monthly training allowance of Rs 2250/-

Note:
1. All payments are subject to appropriate taxation
2. The salary structure & additional benefits are liable to change from time to time based on company policy

Notes on Benefits
1. Life Cover: Amount: - For Self / Spouse & up to two dependent children, as per company policy
2. Insured: - Amount - 1.50 Lacs
3. Life/Group personal Accident Insurance (GPA) : Coverage :- Employee
4. Insured - 6.02 lacs for EDLI & 5 Lacs for CPA

Net Take Home (Pre tax)

	Month 1	Month 2	Month 3	Month 4 - Onwards (once confirmed)	Month 5
Fixed Salary (PF, ESIC & PT)	31967	31967	31967	31967	31967
Training Allowance	2250	2250	2250	-	-
Performance Incentive	-	-	-	4500	4500
Total Salary	34217	34217	34217	36467	36467

Tech Mahindra
Business Services Ltd.

Building No. 3, Commerzone, Survey No. 144 & 145,
Samrat Ashoka Path, Off Airport Road, Pune - 411 006

CIN No.: U72900MH2006PLC159149

Phone : +91 (20) 4914 2000

Fax : +91 (20) 4914 2233

Website: www.techmbs.in

Registered Office:
Spectrum Towers, Mindspace, Chincholi Bunder,
Link Road, Malad (West), Mumbai - 400 064

* Note - From Month 4 and post confirmation, actual amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.

You will receive the monthly training allowance until the 3rd month & from the 4th month you will be aligned to MIP (For the fourth month's performance the confirmation will be conducted in the fifth month and incentive payout for the same will be credited on 15th of the sixth month)

After the 1st payout performance incentives will continue getting credited on a monthly basis (15th of following month).

I hereby agree and accept that I have understood all the salary components, my net take home calculation and the incentive payout. I also agree and accept that my salary shall be as per the Company's policy.


Yashraj
Head, Talent Acquisition

Signature :
Applicant Name : Jasmine Anthony

June 12, 2022

MISS Jasmine Anthony

Dear Jasmine,

Welcome to **Tech Mahindra Business Services Ltd.** We are pleased to offer you the position of **Customer Relations Advisor** in our organization. The terms and conditions of the offer are given below:

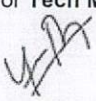
1. Your initial place of Posting will be in **PUNE** with **Aus-PUNE-Operations**.
2. You are expected to join as early as possible, and not later than **June 12, 2022** failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
Your Induction will be on June 12, 2022
Time: 1:00 PM
Venue: 3 House- 1st Floor – NEO Room.
Our contact no. for recruitment is +91(020) 49142141
3. You will be on probation for a period of **three months**. Based on the three monthly assessments, you will be confirmed or extended if deemed necessary, at the company's discretion. Either party can terminate this appointment with fifteen days (15 days) notice in probation or with thirty days (30 days) notice after confirmation or payment in lieu thereof. However, if your service is terminated for fraud, theft, or withholding of information in the application form or for any other form of misconduct, notice pay will not be payable.
4. This offer of appointment is conditional and subject to you clearing the **Reference Check**. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and TMBS finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Any payments made to you by TMBS from Date of Joining TMBS, needs to be refunded to TMBS immediately and any payments due to you by TMBS shall not be paid by us. Further the duration or period of your work in TMBS shall be treated null and void ab Initio. Your statutory obligations towards PF, EDLI and other Insurances shall stand cancelled.
5. You are willing to work in 24*7 shifts
6. Notwithstanding anything to the contrary stated elsewhere in the employment contract, you Understand that you cannot avail any leaves during training/probation and On Job Training (OJT)
7. You will adhere to the induction/Training shift timings/office working hours including but not limited to Log-in/ Log-out and will comply with the same. You will not violate the same for reason whatsoever including but not limited to religious activities.
8. This is not a regular offer of appointment but a offer letter. The formal letter of appointment will be issued at the time of joining.
9. Please submit the following at the time of your joining.
 - o A copy of the relieving letter from your present employer
 - o Documentary evidence of the last salary drawn
 - o Documentary evidence of date of birth & Educational Qualifications
 - o Pre - employment Application Form (if not submitted already)
10. You are informed that any request for a change in process will not be accommodated at the time of joining.
11. The Compensation and Benefits Program applicable to your grade is enclosed for your reference. Please note that your compensation is a confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness.
12. We have corporate tie-ups with CITI, ICICI & Kotak Bank for salary accounts. You have the option to choose between the three. Please acknowledge that either of the banks has not identified you as a defaulter _____. If you have been identified please specify the bank, _____. In instances where it comes to our knowledge that you have provided us incomplete/ inaccurate details then this offer will be treated as null & void with retrospective effect.
13. The Company shall not be responsible for any claim arising out of misrepresentation given by any recruitment agency/individual.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions of employment.

We once again would like to thank you for your interest in seeking a career with our Organisation and hope you will have a fruitful and successful career with us.

Yours sincerely,

For Tech Mahindra Business Services Ltd


Yuri Roy
Head-Talent Acquisition



Validate your offer letter on



Compensation and Benefits Plan

Name:-	Jasmine Anthony				
Designation:-	Customer Relations Advisor				
Salary Component	(Amount in INR P.M.)	(Amount in INR P.A.)			
Fixed Salary					
Basic	20833	250000			
Other Allowance	8515	102175			
House Rent Allowance	2083	25000			
Night Shift Allowance	1500	18000			
Statutory Bonus	1735	20825			
Sub Total (A)	34667	416000			
PF - Employer Contribution	2500	30000	@ 12% of Basic Salary		
ESIC - Employer Contribution [3.25% of Sub Total (A)]	0	0			
Sub Total (B)	2500	30000			
Fixed CTC (A+B)	37167	446000			
# Performance Incentive @ 100% - (C)	4500	54000	During Probation, you will be paid 2250/-per month. (Refer Net Take Home table below)		
Cost to Company (CTC) (A+B+C) @ 100%	41667	500000			
Annual Benefits	-	-			
Insurance (Medical, GPA & EDLI)	-	5997			
Total Cost (Salary + Benefits)	-	505997			
# Performance Incentive: :-	<ol style="list-style-type: none"> Represents the targeted amount. Actual incentive amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance. Performance incentive is not applicable during Probation. During Probation you will be paid a monthly training allowance of Rs 2250/- 				
Note:	<ol style="list-style-type: none"> All payments are subject to appropriate taxation The salary structure & additional benefits are liable to change from time to time based on company policy 				
Notes on Benefits	Insurance: Medical : Coverage :- For Self / Spouse & up to two dependent children, as per company policy Sum Insured :- Amount - 1.50 Lacs EDLI / Group personal Accident Insurance (GPA) : Coverage :- Employee Sum Insured – 6.02 lacs for EDLI & 5 Lacs for GPA				
Net Take Home (Pre tax)					
	Month 1	Month 2	Month 3	Month 4 – Onwards (once confirmed)	Month 5
Fixed Salary (-) PF, ESIC & PT	31967	31967	31967	31967	31967
Training Allowance	2250	2250	2250	-	-
Performance Incentive	-	-	-	4500	4500
Total Salary	34217	34217	34217	36467	36467

* Note – From Month 4 and post confirmation, actual amount may be lower or higher (Range 0% to 200%) depending on your performance and business performance.

You will receive the monthly training allowance until the 3rd month & from the 4th month you will be aligned to MIP (For the fourth month's performance the conversation will be conducted in the fifth month and incentive payout for the same will be credited on 15th of the sixth month)

After the 1st payout performance incentives will continue getting credited on a monthly basis (15th of following month).

I hereby agree and accept that I have understood all the salary components, my net take home calculation and the incentive payout. I also agree and accept that my salary fitment is as per the Company's policy.



Yuri Roy
Head-Talent Acquisition

Signature :
Applicant Name : Jasmine Anthony



A "Key Mansions Pvt. Ltd" Entity

www.housiey.com accounts.pune@housiey.com

404, Icon Tower, Baner Road, Pune -411045

Date: - 13th April 2023

Provisional Offer Letter

Dear PRATHAMESH PATIL,

Welcome to Housiey

Thank you for exploring career opportunities with Housiey (Key Mansions Pvt Ltd), you have successfully completed our initial selection process and we are pleased to make you a provisional offer of appointment. With reference to your application and interview we are pleased to appoint you as a **RELATIONSHIP MANAGER**. Your CTC monthly annual income **INR 4,80,000/- [INR 25,000 / month-including Travelling allowance]**

You required to follow the terms and conditions mentioned below: -

1. This provisional offer will be for **3 Months** starting from **13th April 2023**. During this period, you will be given with all the required training material & assistance required to gain the Real Estate Sales Knowledge.
2. The period of probation can be extended at the discretion of the management and you will continue to be on probation till an order of confirmation has been issued in writing. In the absence of a confirmation letter, you shall not be treated as confirmed.
3. You are not entitled to any leave (Sick, Casual and Privilege leave) during this period.
4. The **LETTER OF APPOINTMENT** shall be issued to you only after your completion of 3 month in company.
5. You need to give 7 days' notice if you decided to terminate your employment in your probation, failing which deduction of 7 working days salary will be made.
6. During the probation period your services can be terminated with 7 days' notice on either side and without any reasons whatsoever. Unsatisfactory performance by a probationary employee, however, may result in termination during the probationary period, and the employer's decision to do so would be justified.

25-May-2023

Dear POOJA MAHESH KUMBHAR,

We are pleased to offer you the position of Business Trainee at Level - 3 of our Company. The offer is subject to successful completion of your post-graduation course.

Your compensation details are as follows:

Components	Components Rs. Per annum
Basic	138,000
Supplementary Allowance	42,000
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	6,634
Flexible Compensation Pay	244,766
Total Fixed Pay	460,000

The terms and conditions of your appointment will be communicated to you on acceptance of this letter.

The Company reserves the right to conduct background checks including your antecedent, education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by

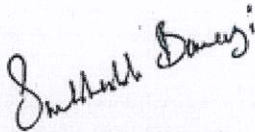
you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your post-graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

25-May-2023

Dear MORESH SANJAY BAWASKAR,

We are pleased to offer you the position of Business Trainee at **Level - 3** of our Company. The offer is subject to successful completion of your post-graduation course.

Your compensation details are as follows:

Components	Components Rs. Per annum
Basic	138,000
Supplementary Allowance	42,000
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	6,634
Flexible Compensation Pay	244,766
Total Fixed Pay	460,000

The terms and conditions of your appointment will be communicated to you on acceptance of this letter.

The Company reserves the right to conduct background checks including your antecedent, education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by

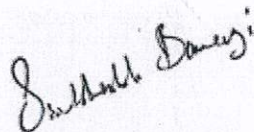
you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your post-graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Subhashish Banerji
Executive Vice President
Human Resources

ICICI Prudential Life Insurance Co. Ltd.

25-May-2023

Dear **MORESH SANJAY BAWASKAR,**

We are pleased to offer you the position of **Business Trainee at Level - 3** of our Company. The offer is subject to successful completion of your post-graduation course.

Your compensation details are as follows:

Components	Components Rs. Per annum
Basic	138,000
Supplementary Allowance	42,000
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	6,634
Flexible Compensation Pay	244,766
Total Fixed Pay	460,000

The terms and conditions of your appointment will be communicated to you on acceptance of this letter.

The Company reserves the right to conduct background checks including your antecedent, education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by

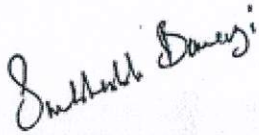
you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your post-graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:27-Jul-2021

Vaibhav Dattatraya Kunde
C9821700

02 Blue Bell Apt Tulja Park Colony Dhongade Nagar Nashik Road Nashik
7972333271

Dear Vaibhav Dattatraya Kunde,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law[#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

26-May-2023

Dear ROHAN RANJIT PATIL,

We are pleased to offer you the position of Business Trainee at **Level - 3** of our Company. The offer is subject to successful completion of your post-graduation course.

Your compensation details are as follows:

Components	Components Rs. Per annum
Basic	132,000
Supplementary Allowance	48,000
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	6,345
Flexible Compensation Pay	225,055
Total Fixed Pay	440,000

The terms and conditions of your appointment will be communicated to you on acceptance of this letter.

The Company reserves the right to conduct background checks including your antecedent, education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by

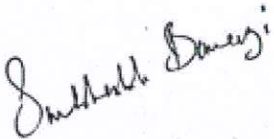
you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your post-graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

(23)

35

74



Deutsche Bank Group
Deutsche India

Omkar Suryaji Jagtap
Sr. No. 16, Flat No. 4, Guruprasad Building
Behind Prerana Hospital, Waghai Nagar
Sukhsagar Nagar, Katraj, Pune - 411046
Maharashtra, India

Deutsche India Pvt. Ltd.
Business Bay, Wing 2
Tower A, 6th, 7th, 8th floor
Off Airport Road, Yerwada
Pune - 411 006

Tel +91 (20) 71296000

November 03, 2022

Employment Agreement

Dear Omkar,

We are pleased to offer you employment on the terms and conditions set out below. Your employment will be with **Deutsche India Pvt. Ltd** (the "Company"). **Deutsche India Pvt. Ltd** is a company within the Deutsche Bank AG Group of Companies ("Group").

1. General Information

These terms and conditions outlined in this employment letter ("Agreement") as amended from time to time, together with the Company's "General Terms and Conditions of Service" as laid out in Schedule I of this Employment Agreement and as laid out in the Company's India Employee Handbook ("the Handbook"), the Deutsche Bank Group's Code of Conduct and all applicable regulations and policies of the Company, form the basis of your employment.

You are also expected to comply with all other applicable Company's regulations and policies (such as the Company's India Employee Handbook and the Code of Business Conduct and Ethics), and any other policies or procedures specific to your business or infrastructure unit. These policies and requirements are considered by the Company to be reasonable and lawful directions that you are required to comply with under the terms of your employment with the Company. You should therefore familiarize yourself with, and abide by, all applicable Company regulations and policies.

If there are any inconsistencies between the terms of this Employment Agreement and the provisions of the Handbook as at the date of your acceptance of this Employment Agreement, the terms of this Employment Agreement shall prevail. However, please note that any subsequent variations by the Company to any terms, conditions, rules or regulations (including the terms set out in the Handbook) generally governing the members of the Company's staff will prevail and be applicable to you.

2. Position

Your functional title will be **Corporate Action and Income Analyst**

Your local grade as per the internal grading system will be **Grade 7**

During your employment, you may be required to perform work for other companies within the Group.

3. Employment Location

Your employment will initially be based at **Pune**, although you may be required to perform your duties at other locations from time to time and to travel on Company's business when the need arises, including overseas.

OST



Omkar Suryaji Jagtap

Schedule II

1. Remuneration and Allowance Details

- a) **Basic Salary:** Your Basic Salary will be INR **168,000** per annum, payable monthly.
- b) **Flexi Basket:** Your Flexi Basket will be INR **252,000** per annum.
- c) **Fixed Pay:** Your Fixed Pay, which consists of your Basic Salary and Flexi Basket, will be INR **420,000** per annum.

d) Retirals

- i. **Provident Fund:** The Company/Bank will make a contribution towards your Provident Fund as per the requirements of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

If you are an International Worker or during your employment lifecycle, if you become an international worker by dint of having attained a citizenship of another country, your Provident Fund contribution will be computed on your Fixed Pay minus allowances allocated for specific purposes e.g. housing, car, leave travel, etc. The exact amount of the Provident Fund contribution will be determined basis your Flexi Basket allocations post your joining the Company/Bank, and the same may also vary basis changes in your Flexi Pay allocations in line with the statutory provisions.

You will also be required to make an equal contribution towards your Provident Fund.

- ii. **Gratuity:** Gratuity will accrue as per requirements of the Payment of Gratuity Act, 1972

Flexi Basket

You can select your own benefit(s) as per your personal preference from a wide range of benefits that are applicable for your grade.

The different Flexi Basket options currently available across grades include House Rent Allowance, Meal Coupons (Sodexo), Leave Travel Allowance, Learning Development Allowance, Children Education Allowance and Children Hostel Allowance. Other Flexi Basket benefits like Fuel for Personal Car and benefits under Car Lease scheme are available at select grades.

You can make necessary allocations towards your selected benefits from the Flexi Basket, as per policy guidelines. The amount in Flexi Basket that remains unallocated, i.e., not utilized towards any benefit, will be paid to you in cash, through monthly payroll net of taxes in the form of Balance Supplementary Allowance.

On joining, you will be invited to make your Flexi Basket election on the Deutsche Bank intranet (HR Online). You will receive an email from TM Payroll within 4-6 weeks of your joining explaining the election process and timelines. If you do not receive this election email within 6 weeks of your joining, please write to hrdirect at hr.direct@db.com and also notify your HR Business Advisor immediately.

Further details on Flexi Basket are available in the Handbook. Please refer to the Handbook or get in touch with your HR Business Advisor for a detailed list and the policies governing the provision of benefits.

OST

26-May-2023

Dear DANISH YUNUS TADVI,

We are pleased to offer you the position of Business Trainee at **Level - 3** of our Company. The offer is subject to successful completion of your post-graduation course.

Your compensation details are as follows:

Components	Components Rs. Per annum
Basic	126,000
Supplementary Allowance	54,000
Employer's Contribution to PF	21,600
Statutory Bonus	7,000
Gratuity	6,057
Flexible Compensation Pay	205,343
Total Fixed Pay	420,000

The terms and conditions of your appointment will be communicated to you on acceptance of this letter.

The Company reserves the right to conduct background checks including your antecedent, education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by

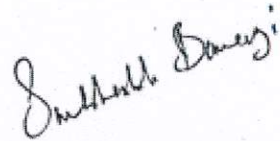
you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your post-graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Subhashish Banerji
Executive Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

HRD/CON/20-21/40

Date: 05/01/2021

To,
Shalini Gupta
Mobile: 8210638204

Subject: Service Agreement

Dear Shalini,

We have pleasure to inform you that we wish to enter into a service agreement with you for the services of **Associate Consultant** in the Company from the period 12th January 2021 to 11th Jan 2022 on the following terms and conditions. Please note that your Consultancy shall be governed by these terms and conditions, contracts conditions and the company policies, rules and regulations framed by the company from time to time.

A) Professional Fees:

Professional Charges for Jan-21 to Jan-22: Rs. 3,20,000/-

(Rupees Three Lakhs Twenty Thousand Only)

Taxes will be deducted from Professional fees as per Govt. Policy

During your association with the Company, you will be governed by Contract Conditions more specifically stated in **Annexure I** attached to this letter and other rules, code of conduct and regulations framed by the Management from time to time, which shall be applicable to you, and also by such legal provisions as applicable.

You are requested to affix your signature on the duplicate of this letter and annexure confirming your acceptance of the terms and conditions and return it to Company.

We are looking forward to your long association with the Company.

Thanking You,

For Onama Consultants Pvt Ltd

Anand Godse
(Managing Director)

I agree to accept on the above-mentioned terms and conditions.

Sign: _____
Name: Ms. Shalini Gupta
(Date) :





Payslip for the Month of Dec 2021

Employee Name	Shalini Gupta	Payable Days	31
Employee Code	E201351	Paid Days	31
Designation		Paid Days - Arrear	0
Department		Joining Date	13 Jan 2021
Bank Name	INDIANBANK	PAN	CHCPG3157M
Bank Account No	159019081994	Location	Pune
Provident Fund No	PUPUN15402370000010146	Grade	
UAN	101526784710	ESIC IP	

Head	Current Month		April To Date	
	Earning	Deduction	Earning	Deduction
Basic	21,100.00	0.00	63,300.00	0.00
House Rent Allowance	10,550.00	0.00	31,650.00	0.00
Special Allowance	4,700.00	0.00	14,100.00	0.00
Provident Fund	0.00	1,800.00	0.00	5,400.00
Profession Tax	0.00	200.00	0.00	600.00
Labour Welfare Fund	0.00	0.00	0.00	12.00
Total	36,350.00	2,000.00	109,050.00	6,012.00

Net Salary :- 34,350.00 (Rs. Thirty Four Thousand Three Hundred Fifty and Zero Paise Only)

"This is a computer generated statement and does not require any signature or stamp."

Date :13/02/2024

To
Dinesh Badgu
(Code: CAN612857)

26

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Associate**. Your services are being deputed to **Crisil Ltd.,** at **PUNE** based on the following terms and conditions:

- Your employment will be valid from **04/03/2024 To 03/03/2025** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary Gross will be INR 314,328.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Mediclaim etc.
 - b. Upbad proofs of your documents:
 - Government mandated ID proof: Aadhar Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.
- The employment opportunity envisaged under this provisional offer letter is subject to successful Background Verification and other necessary checks. During the course of your Background Verification, if it is found that any information/document provided by you is false, fabricated, and/or incorrect or you fail to report on the specified date(s), in such circumstances, any offer made to you and/or your appointment shall automatically stand revoked.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.

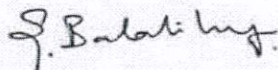
You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.

Wishing you the very best!

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

(27) (10)
HDFC Life
46
10

Date: December 14, 2022

Pradnya Waman Surwade
D/O WAMAN SURWADE,
House No 19, Lane No 7
Canal Road, Karve Nagar
Pune - 411052, Maharashtra,
India

Subject: Offer Cum Appointment Letter

Dear Pradnya,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Signature: Sr. Corporate Agency Manager

Department: Bancassurance

Organizational Band / Grade: 2

Location: Pune – Shivaji Nagar

Date of Joining: Within 15 days of December 19, 2022

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be **4,00,000** per annum on Cost to Company basis. The brief details of which are shown in Annexure-1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: L65116MH2000PLC128245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com



Date: December 14, 2022

Pradnya Waman Surwade
D/O WAMAN SURWADE,
House No 19, Lane No 7
Canal Road, Karve Nagar
Pune - 411052, Maharashtra,
India

Subject: Offer Cum Appointment Letter

Dear Pradnya,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement / acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:

Designation: Sr. Corporate Agency Manager

Department: Bancassurance

Organizational Band / Grade: 2

Location: Pune – Shivaji Nagar

Date of Joining: Within 15 days of December 19, 2022

Job Detail

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be 4,00,000 per annum on Cost to Company basis. The brief details of which are shown in Annexure-1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in:

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: L65110MH2000PLC128245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7 pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com



- a. The Provident Fund Scheme and other retirement schemes, if any. The statutory Provident Fund (PF) contribution by the Company and your contributions (or deductions from your payroll) would follow the prevailing PF rules at the time.
 - b. Medical Hospitalisation Scheme, as applicable
 - c. Group Term Insurance plan, as applicable
 - d. Gratuity: You will be entitled to gratuity as per 'Payment of Gratuity Act, 1972'.
 - e. Employees State Insurance Corporation: You will be entitled to the benefits under Employees State Insurance Corporation Act, 1948 depending on your eligibility.
4. The Company in line with its business requirement or based on your performance as applicable to you from time to time reserves the right in its sole discretion to effect change in the compensation structure or its components.
 5. All matters pertaining to compensation on your joining or thereafter is to be maintained under strict confidentiality and not shared with any third party.

Probation Period

6. You will be on probation for a period of 6 months from the date of your joining the Company, which may be extended in case it is found necessary by the Company. You will continue to be on probation unless specifically confirmed in writing.

Your confirmation in the Company would be based on your performance, which would be evaluated at the end of 3rd and 6th month from the date of your joining or at the end of extension period. While on probation, your services can be terminated at any time by either party, with notice of 15 days without assigning any reason whatsoever. However, to mitigate organizational risks, if any, the company's decision will be final and binding in this regards.

Transfer

7. Although you are initially appointed at our Pune – Shivaji Nagar, the Company may at its discretion transfer your services either temporarily or permanently to any other location or department of the Company or to any of its affiliates, subsidiaries, or any of their branches and you shall comply with all directions and instructions in that behalf. While on your transfer, you will be governed by the rules, regulations and conditions of service as applicable.

8. You will be eligible for leave as per the rules of the Company applicable from time to time.

Retirement

9. You will automatically retire on attaining the age of 58 years and that no further notice whatsoever to you will be necessary in this regard. The last day of the month when you attain the age of 58 years would be considered as your relieving date.

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,

N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: L65110MH2000PLC128245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7 pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com



Conflict of interest

10. Whilst in the employment of the Company, you shall engage yourself exclusively in the work assigned to you by the Company and shall not take up any independent or individual assignments whether on part time or full time basis or in an advisory capacity either directly or indirectly.
11. On your joining and during the course of your employment with the Company, you will relinquish all your previous interest, if any, either as a licensed agent or distribution agency of any other form with any other company, institution, firm, individual either in the same line of business or otherwise.
12. You will always maintain utmost confidentiality and shall not either during your engagement with the Company or thereafter, divulge to any person whatsoever any records, documents, formulae, processes, methods ideas or any other information or communication whether written, visual or oral and whether or not marked as confidential, concerning the business and affairs of the Company or any of its dealings, transactions which come to your knowledge during the course of your employment, or use any of the same for your own benefit.
13. Whilst in employment of the Company, you shall at all times whether or not you have any financial interest or otherwise either directly or indirectly, keep the Company disclosed fully of any conflicting business interest of your immediate relatives, if any, associated with the Company either as employee, distribution agent or otherwise.
14. Any invention, improvement, or idea conceived by you in connection with your employment with the Company, shall become the Company's exclusive property. For the purpose of this section / point, the Company shall in addition to (HDFC Life Insurance Company Limited) mean and include any other firm, person or company subsidiary to or affiliated with the Company.
15. Unless specifically authorized by the proper authority within the Company, you will not engage or represent the Company, whether in person or by way of any written document and, in any manner.
16. During the course of your employment you will be required to abide by governing laws, applicable rules and regulations and maintain highest standard of personal conduct and integrity and comply with all policies and procedures of the Company. Any breach, deviation, disobedience of code of conduct / procedures / policies / laws / regulations including but not restricted to any acts of insubordination, negligence, corruption, fraud, forgery, misappropriation and unacceptable behaviour, which bring disrepute to the Company either within or outside the Company premises would warrant stern disciplinary action, including dismissal from services of the Company without notice or wages in lieu of notice.

Notice Period on confirmation

17. This engagement may be terminated by either party by giving to the other, at any time, notice of 30 days in writing. In case of an ongoing internal investigation(s) / proceeding(s) against you, the Company has the right to extend your last working date, till the completion of said investigation(s) / proceeding(s). To mitigate the exigencies of the business and the possible risks, the decision of the Company will be final regarding the relieving date. In case the relieving date decided is short of the notice period, you will be bound to pay the notice period amount calculated on your last drawn salary. In case the Company decides to relieve you early, the Company will bear the notice period amount calculated on your last drawn basic pay. If you fail to report to duty till your last working date (as decided by the Company, except with prior approved leaves), your separation will be treated as per the abandonment clause(s).

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: L65110MH2000PLC128245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7 pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com



18. Notwithstanding anything contained herein, your employment with the Company shall stand terminated forthwith without any notice or payment in lieu of notice on account of:
- breach of governing laws, applicable rules and regulations;
 - breach of applicable Company policies, procedure or code of conduct whether express or implied;
 - performance below defined targets as applicable from time to time;
 - any act/s which is/are regarded as breach to the interest of the Company.

Other Terms and Conditions

19. Whilst in the employment of the Company you are required to effectively carry out all duties and responsibilities assigned to you. Disrespect for other employees, insubordination or flouting Company policies will not be tolerated.
20. You will be bound by all the existing rules and regulations as framed by the Company and those as enforced by the regulator in the insurance industry from time to time.
21. You are required to provide all the necessary documents / evidence required on the information furnished by you while seeking employment and as required under the rules and regulations of the Company.
22. We understand that we have your consent and authorization to take any pre or post-employment examinations and or Verification / checks as may be required by the Company (including its subsidiaries) or its representatives. You also authorize that HDFC Life Insurance Company Limited may use an outside external (third party) agency to verify and validate the information you have provided including but not limited to your employment history, your personal background, professional standing, work history and various qualifications, educational or otherwise. You understand that an external background check agency may obtain information it deems appropriate from various sources including, but not limited to, the following: current and past employers, criminal conviction records, school records, college records and professional and personal references. You authorize, without reservation, any individual, corporation or other private or public entity to furnish to the Company and the external background check agency all information about you. You unconditionally release and hold harmless any individuals, corporation, or private or public entity from any and all causes of action that might arise from furnishing to the Company and the external agency information that they may request pursuant to this release. We believe that you have not made any false declaration or willfully suppressed any material information, including any previous employment history with the Company. Accordingly, the offer of appointment is made relying upon information furnished and representation made by you. However, the offer of appointment is subject to reference and background check to be conducted by the Company at its discretion at any point of time during the course of your employment. If for any reason it is found that the reference or background check is negative or detrimental to the interest of the Company as determined by the Company, in its sole discretion, the Company is entitled to terminate your services at any time during or even after completion of the probation period with immediate effect without notice or any salary in lieu of notice. This authorization and release, in original, digital, faxed or photocopied form, shall be valid for this and any future reports and updates that may be requested.
23. If for any reason, you remain absent / abstain from duty for a continuous period of seven (7) days without preapproved leave or without intimating and obtaining the prior approval of your manager / immediate superior, or if you remain absent / abstain from duty for a period of seven (7) days beyond the period of leave originally granted

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: L65110MH2000PLC128245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7 pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com



without intimation or without obtaining the approval of your manager/immediate superior, it would be treated as abandonment of service and you will be deemed to have voluntarily abandoned your service without notice. The Company / employer would not be responsible for any further intimation towards such separation / abandonment of service nor any compensation or any full and final settlement payouts towards the same.

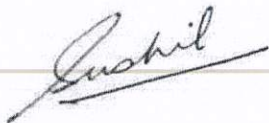
24. In case your employment with the Company is discontinued for any reason within 30 days from the date of joining, you will not be eligible for payment of dues or any other benefit from the Company on account of the expenses incurred by HDFC Life towards on-boarding activities.
25. It will be your sole responsibility to inform the Company in writing of any change in your address, failing which any communication sent to you in the address last stated by you shall be deemed to be validly served on you.
26. On your joining, you will be required to undergo a Regional Induction program as per policy at the Specified Regional location as communicated by the Regional Human Resources Manager, designated to your location. In case you are required to travel and stay at another location other than your base location for your induction, you will be eligible for training allowance as per Company Policy or basis exception approval.

Management reserves the right to effect change in any of the above clauses and the same will be communicated to you through SAP or other communication channels as prevalent. All policies referred in the letter are available on company's Intranet page. If you are agreeable to the above mentioned terms and conditions, please acknowledge your acceptance by signing the duplicate copy of this letter and duly signed undertaking as set out in Annexure-2.

We look forward to a mutually rewarding relationship.

Regards,

For & on behalf of
HDFC Life Insurance Company Limited



Sushil Chander Vice President - Human Resources

I agree to and accept all the above terms and conditions.

Candidate Signature

Annexure 1

Date: December 14, 2022
Name: Pradnya Waman Surwade

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: L65110MH2000PLC128245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7 pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com



Designation: Sr. Corporate Agency Manager
 Location: Pune- Shivaji Nagar
 Band: 2

CTC STRUCTURE	
Components	Per Annum
(I) Fixed Pay	
Basic	120,000
House Rent Allowance	72,000
Other Allowance	97,029
Bonus	32,971
(II) Reimbursements	
LTA	10,000
Fuel	21,600
Mobile Handset	10,000
Total Fixed Pay and Reimbursements	
	363,600
(III) Retirals	
Provident Fund	21,600
Gratuity	5,800
(IV) Valued Benefits	
Group Insurance Benefit	9,000
Fixed Cost to Company (FCTC)	
	400,000

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
 N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: L65110MH2000PLC128245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7 pm (Local Charges apply)
 DO NOT prefix any country code e.g. +S1 or 00.

www.hdfclife.com



Other Eligibilities

On appointment you will be covered under the Group Term insurance as per Company policy. You will be eligible to be enrolled into sales incentive schemes as and when announced by the Company.

Note: The Bonus / Advance Bonus component shown above would be paid as part of monthly salary. All payments made towards Bonus / Sales incentives/VPP paid will be in accordance with the Payment of Bonus Act.

Annexure 2 - Checklist of the Documents

You are requested to share following documents before your joining date, so that we can have everything in order for your joining.

A. Photo ID, Address and Age Proof:

- i. PAN Card ii. Aadhaar card

B. Work Experience:

- i. Experience letter / Relieving letter / Resignation acceptance letter with company stamp / Resignation acceptance email / Screen capture of HRIS resignation from last place of work

C. Education Proof:

- i. Graduation - mark sheets for each year of the program & degree certificate ii. PG / MBA - mark sheets for each year of the program & degree certificate

ii. D. Other Documents:

- i. Scanned copy of a color passport size photograph (required for generation of Company ID card)

E. Blood Group

Our offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents / certificates given by you as a proof in support of the above, the Company reserves its right to revoke the offer any time before your joining, and also its right to terminate your employment anytime after joining.

HDFC Life Insurance Company Limited

Corporate & Registered Office:

13th Floor, Lodha Excelus, Apollo Mills Compound,
N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

CIN: L65110MH2000PLC128245

+91 22 6751 6666

1860-267-9999

Available Mon-Sat from 10am to 7 pm (Local Charges apply)
DO NOT prefix any country code e.g. +91 or 00.

www.hdfclife.com



Date: 19th August, 2022

Name: Prathamesh Subhash Jadhav

Address: AT.Tornala post. Pimpalkhuta tq.Darwha dist. yavatmal Maharashtra - 445202

Offer Letter

With reference to our discussions, we are pleased to offer you an appointment in our organization as **Intern - Business Development.**

You will be entitled to emoluments as per **Annexure A** hereto. If you accept this offer, your start date will be **08th September 2022**. Your initial place of posting will be at **"108 building, next to Shekhawati Furniture, 3rd Floor, Start Up Huts Building, 27th Main Road, HSR Layout, Sector 2, Bangalore, Karnataka - 560102"**

Please bring along with you the following documents at the time of joining:

- (i) Certificate in support of your date of birth and educational/professional qualifications.
- (ii) Certificates in support of your experience including relieving order from your present employer, if applicable.
- (iii) Copy of Pan Card & Aadhaar Card.
- (iv) Documents for Bank Account and Address Proof.
- (v) **NOTE:** -Either of the above any of the original documents is a must.

In this regard, please note that in the event any information/ detail submitted/ shared is found to be incorrect or misrepresented by you, this offer (or engagement thereafter) shall stand revoked without any further action/notice and, or obligations to the Company.

Please note that this offer is contingent upon:

- (i) Receipt of the aforementioned documents/information.
- (ii) Completion of a satisfactory background and reference checks.
- (iii) Execution of an employment agreement and other related documents as maybe prescribed by the Company.
- (iv) Completion of the on-the-job training.

Further, you will be on internship for a period of two months from the date of joining ("**Internship Period**") and your employment will be confirmed subject to your completion of the internship Period to the satisfaction of the Company. For the first six months from your date of joining, the Company shall have the absolute right to terminate your engagement without notice and, or cause if the management get to know that he/she has involved in any wrong work. During this period, you will be paid **Rs.15,000 + incentives add ons**.

The employee is liable to complete his/her daily targets and monthly targets and the company will decide to increase or decrease the revenue based on the employee performance. The company has full rights to deduct the compensation if the employee is unable to generate the revenue as per given by the company norms.

During the period of your employment with the company, you may terminate your engagement subject to a 30 (thirty) days' notice period, failing which the Company shall have the right to make proportionate deductions from the salary owed to you by the Company. The management reserves the right to terminate your employment with/or without notice. Within the stipulated time if the employee is leaving the company without intimation the employee bound to pay 30,000/- (in between internship period).

Upon successful completion of the internship period, you shall be required to sign the employment agreement at the time of joining the organization and shall be appointed as "**Business Development Associate**" on an Annual gross salary of INR **4 LPA + Incentives add ons**.

You will report directly to the concerned Manager.

Your work is intended to provide working as per the requirements during your tenure; specific target variants will be assigned. In this even, if the given work has not completed then it might affect the compensations.

Discipline needs to be maintained with utmost professionalism.

During the training period, Company do not entertain any leaves apart from medical and official holidays and Sunday's (which the company provides every week).

The **BDI** role is purely related to having realistic hands-on experience for the Revenue, Business Development and Marketing domain.

In the training period there will no leaves applicable for the employees , except on company holidays

This work comprises of dealing with important data and sensitive information and records which needs to be maintained with secrecy. Any sort of data sharing by any means is strictly prohibited. It is expected from the employee to maintain that benchmark of professionalism and integrity. In case, you're found guilty legal

actions will be taken against the employee

- Starting ten days of training period is purely unpaid but if you hit the sales floor in between ten days your compensation can be calculated from that day itself. This training is purely related to have experience on a real-time basis. Hence, it is expected from each and inducted to impact this aspect of learning through this training program.

We would like to have your response by **24th August 2022**. In the meantime, please feel free to contact me via email at **hrooha@thetechdestiny.com** or phone at **7022625644**, if you have any queries.

In the event you fail to share the signed copy of this Offer Letter on or before the stipulated date, we may withdraw the offer without any further reference to you.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer.

All the Best....!

M Ooha
Executive- Human Resource
Techiespire Pvt Ltd

Full Signature with Date

115



Date: 19th August, 2022

Name: Sneha Harendra Saini

Address: c/2-33, Nelge pagariya plaza near century enka colony no 2 bhosari Pune- 411039

Offer Letter

With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate - Business Development**.

You will be entitled to emoluments as per **Annexure A** hereto. If you accept this offer, your start date will be **08th September 2022**. Your initial place of posting will be at **"#108 building, Shekhawati Furniture, Start Up Huts Building, 27th Main Road, HSR Layout, Sector 2, Bangalore, Karnataka - 560102"**

Please bring along with you the following documents at the time of joining:

- (i) Certificate in support of your date of birth and educational/professional qualifications.
- (ii) Certificates in support of your experience including relieving order from your present employer, if applicable.
- (iii) Copy of Pan Card & Aadhaar Card.
- (iv) Documents for Bank Account and Address Proof.
- (v) **NOTE:** -Either of the above any of the original documents is a must.

In this regard, please note that in the event any information/ detail submitted/ shared is found to be incorrect or misrepresented by you, this offer (or engagement thereafter) shall stand revoked without any further action/notice and, or obligations to the Company.

Please note that this offer is contingent upon:

- (i) Receipt of the aforementioned documents/information.
- (ii) Completion of a satisfactory background and reference checks.
- (iii) Execution of an employment agreement and other related documents as maybe prescribed by the Company.
- (iv) Completion of the on-the-job training.

Further, you will be on probation for a period of six months from the date of joining ("**Probation Period**") and your employment will be confirmed subject to your completion of the Probation Period to the satisfaction of the Company. For the first six months from your date of joining, the Company shall have the absolute right to terminate your engagement without notice and, or cause if the management get to know that he/she has involved in any wrong work. During this period, you will be paid **Rs.22,000 + incentives add ons.**

The employee is liable to complete his/her daily targets and monthly targets and the company will decide to increase or decrease the revenue based on the employee performance. The company has full rights to deduct the compensation if the employee is unable to generate the revenue as per given by the company norms.

During the period of your employment with the company, you may terminate your engagement subject to a 30 (thirty) days' notice period, failing which the Company shall have the right to make proportionate deductions from the salary owed to you by the Company. The management reserves the right to terminate your employment with/or without notice. Within the stipulated time if the employee is leaving the company without intimation the employee bound to pay 30,000/- (in between probation period).

Upon successful completion of the training period, you shall be required to sign the employment agreement at the time of joining the organization and shall be appointed as "**Business Development Associate**" on an Annual gross salary of INR **5 LPA (Fixed)+ Incentives add ons.**

You will report directly to the concerned Manager.

Your work is intended to provide working as per the requirements during your tenure; specific target variants will be assigned. In this even, if the given work has not completed then it might affect the compensations.

Discipline needs to be maintained with utmost professionalism.

- During the training period, Company do not entertain any leaves apart from medical and official holidays and Sunday's (which the company provides every week).

- The **BDA** role is purely related to having realistic hands-on experience for the Revenue, Business Development and Marketing domain.

- In the probation period there will no leaves applicable for the employees , except on company holidays

- This work comprises of dealing with important data and sensitive information and records which needs to be maintained with secrecy. Any sort of data sharing by any means is strictly prohibited. It is expected from the employee to maintain that benchmark of professionalism and integrity. In case, you're found guilty legal

actions will be taken against the employee

•Starting ten days of training period is purely unpaid but if you hit the sales floor in between ten days your compensation can be calculated from that day itself. This training is purely related to have experience on a real-time basis. Hence, it is expected from each and inducted to impact this aspect of learning through this training program.

We would like to have your response by **24th August 2022**. In the meantime, please feel free to contact me via email at **hrooha@thetechdestiny.com** or phone at **7022625644**, if you have any queries.

In the event you fail to share the signed copy of this Offer Letter on or before the stipulated date, we may withdraw the offer without any further reference to you.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer.

All the Best.....!

M Ooha
Executive- Human Resource
Techiespire Pvt Ltd

Full Signature with Date



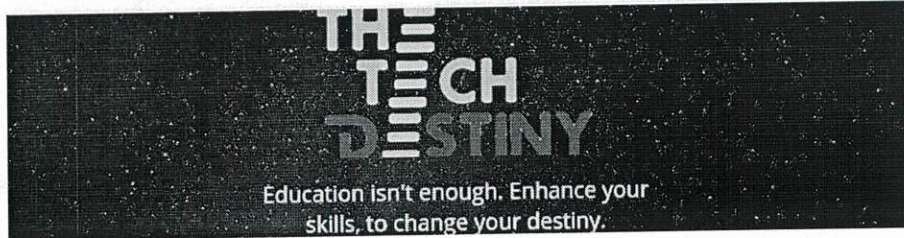
Dnyaneshwar B. Rao Unawane <placement@mmimert.edu.in>

SELECTED STUDENTS LIST FROM THE TECH DESTINY

2 messages

Musugu Ooha <hrooha@thetechdestiny.com>
To: placement@mmimert.edu.in, dnyanesh.unawane.tpo3@gmail.com

Wed, Aug 17, 2022 at 6:57 PM



Greetings from The Tech Destiny !

Good Evening
Hope you are doing well

Below mentioned names are selected students list from The Tech Destiny

Chinmay Sanjay Rukadikar
Prathamesh Subhash Jadhav
Sneha Harendra Saini

I will be sharing their offer letters tomorrow (18th August 2022)
If any queries / further discussion you can contact me (7022625644)

Thanks and Regards

M Ooha
Executive-Human Resource
Techiespire Pvt Ltd

dnyanesh unawane <dnyanesh.unawane.tpo3@gmail.com>
To: Musugu Ooha <hrooha@thetechdestiny.com>
Cc: placement@mmimert.edu.in, director@mmimert.edu.in

Wed, Aug 17, 2022 at 10:56 PM

Dear Musugu,
Thanks for the opportunity,
Looking for long term association with you & your organization.

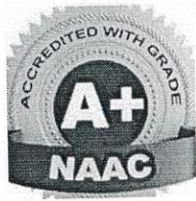
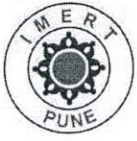
[Quoted text hidden]

--

Together we are 100%

Dnyaneshwar B.Rao Unawane
Training & Placement Officer,
MMCOE & IMERT
Marathwada Mitra Mandal's, Pune
☎91- 7972796041 | Whats app +91-940404196
placement@mmimert.edu.in / dnyanesh.unawane.tpo3@gmail.com
<https://www.mmcoe.edu.in/>
<https://www.mmimert.edu.in/>

Appreciated by Aon Cocubes, GTT, Fuel etc.





Payal More <payalmore2021@mmimert.edu.in>

26
35
29**KV Staffing - Offer**

1 message

Mon, Jan 23, 2023 at 6:44 PM

Harshita Singh <bdm@kvstaffing.com>

Reply-To: bdm@kvstaffing.com

To: payalmore2021@mmimert.edu.in

Cc: amol@kvstaffing.com, Kishor <kishor@kvstaffing.com>, placement@mmimert.edu.in

Dear Payal,

Greetings from KV Staffing Services.!

Thanks for your time and efforts exploring career opportunities with **KV STAFFING SERVICES**.We are happy to inform you that your credentials are in line with our expectations and we are pleased to inform you that you are **selected** for employment with us as **HR Recruiter**.You are offered with **CTC of Rs. 4,00,000 per annum with Incentives included**. There will be probation period of 60 days.You are requested to join from **23rd January 2023 at 9:30 AM**.

Your Willingness to Join KV can be expressed by Confirming Acceptance of this Offer indicating the Date of Joining by Sending Confirmation Email or physical presence at office, to process the appointment letter and other joining formalities.

P.S: Furnish copies of below mentioned documents, along with the originals for verification at the time of joining.

- Std X Certificate and mark sheet
- Std XII Certificate and mark sheet
- Degree Certificate and Semester-wise / Year-wise mark sheets
- Master's Degree Certificate and Semester-wise / Year-wise mark sheets
- Diploma /PG Diploma Certificate
- Any other Certificates with supporting documents, if any
- Your latest salary slip / Salary Certificate
- Passport sized colour photographs with white background
- Cancelled bank account cheque or passbook
- **Valid government ID proof for your current / permanent address (PAN Card & Aadhar Card).**

Thank You

Regards,

Harshita Singh
Lead - Human Resource

2/4/23, 3:07 PM

Marathwada Mitra Mandal's Institute of Management Education Research & Training (IMERT) Mail - KV Staffing - Offer

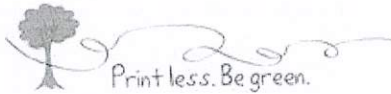
KV Staffing Services
Phone No: 8956240434
E-mail: bdm@kvstaffing.com



STAFFING SERVICES

A Venture by SUAN Technologies

Office No. 608, 6th Floor, B Zone Kohinoor Building,
Next to Vijay Sales, Old Mumbai Pune Highway, Pune - 411019





Dnyaneshwar B. Rao Unawane <placement@mmimert.edu.in>

62

pending

JD_HR Recruiter_KV Staffing Services

Snehal <bdm5@kvstaffing.com>

Tue, Jan 17, 2023 at 3:47 PM

To: "Dnyaneshwar B. Rao Unawane" <placement@mmimert.edu.in>

Cc: hr1@kvstaffing.com, IMERT Student Coordinator <studentcoordinator@mmimert.edu.in>

Hello Sir,

Greetings from KV Staffing Services !!!!

We are pleased to inform you that Candidate **Payal More** is Selected for our Organization as a HR Recruiter ,

We are hoping she will be on boarded very Soon .

Thanks For your support .

Thanks & Regards,

Snehal Jogdand
HR Recruiter

KV Staffing Services
Phone No: 9175904934
E-mail: bdm5@kvstaffing.com



STAFFING SERVICES
A Venture by SUAN Technologies

[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]



[Quoted text hidden]

[Quoted text hidden]



STAFFING SERVICES

A Venture by SUAN Technologies

[Quoted text hidden]



30 14
53
genpact

Transformation
Happens Here

B3
Dated: 26/04/2022

OFFER LETTER

To,

Mahesh Dahiphale

Address: Pune

This is with reference to your application and the subsequent interviews you had with us. We are pleased to make you an offer for the position of "**Associate - Band 5A**" at our Pune office with effect from **30th April 2022**. You will be based at our office in Pune, India. Your appointment letter and the salary sheet will be given to you on the date of your joining.

Your fixed gross annual income will be **INR 400,000/-** per annum.

The break up of the income is attached herewith as **Annexure A**. Income tax or any other applicable tax/cess or contributions will be deducted at source from the payments made to you.

We request you to submit the copies of the following documents within one week of offer acceptance and bring copies on the date of joining and also carry the original documents with you.

- Copy of recent resume.
- Passport Size Photographs (colored) – 1 nos.
- Copy of the Academic Certificates like HSC, Graduation, Post-Graduation or any other degree diploma courses.
- Copy of Address Proof
- Copy of PAN Card – 2 nos.
- Copy of Adhaar Card – 2 nos.
- Copy of Passport – 2 nos. (if any)
- A cancelled cheque with name printed on it (of any bank)
- Copy of Experience Certificates and Relieving Letter from previous Employer.
- Copy of Form 16 or last 3 months salary slips.

We trust that the information and supporting documents you have provided to us are true, based on which you have received this offer for employment. Should there be any discrepancy in the information provided by you, kindly update it before you sign and return the offer letter.

Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per company policy and this offer is conditional

Rage Frameworks India Pvt. Ltd.

T:02041 413000

CIN: U65929PN2005PTC021646

Regd. Off.: Nyati Tech Park, 1st Floor, Wing A& B, Survey No. 9/2/10/1/2/3/5, Wadgaonsheri, Pune- 411014, Maharashtra, India

www.rageframeworks.com



Since 1994

Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
 (IMERT), Pune
 S. No. 18, Plot No. 5/3, CTS No. 205, Behind Vandevi Temple, Karvenagar,
 Pune - 411052



AY: 2022-23

Placement Details

Name of the

Student: mahesh Sushen DahiphaleClass: MBA / MBA II IV semDiv: BSpecialization: Major: marketingSpecialization : Minor: financeMobile no 8623890099Email ID: msd7385@gmail.comDate: 07/07/2023Faculty Mentor Amruta kshirsagar

If Salaried fill below details-

Name of the Company: WenpactLocation of the Company: PuneDesignation: Process associateCTC offered: 4.30 lakh p.a.

If Self employed fill below details-

Name of the Organization _____

Owner/ Partner/ Proprietor _____

APPOINTMENT LETTER

To

Mahesh Dahiphale

Employee ID: 640273

Address: MURALI NIWAS AMBAJOGAI ROAD KINGAON, NEAR DAHIPHALE FURNITURE, TQ AHAMPUR DIST LATUR, Latur, Maharashtra, India - 413523

Dear Mahesh,

This is with reference to the offer letter provided to you pursuant to your application for employment in Rage Frameworks India Pvt. Ltd. ("Company") and subsequent interviews you had with us. We are pleased to appoint you as "Process Associate – 5A" with effect from 02/05/2022 on the following terms and conditions.

TERMS AND CONDITIONS:**1] SALARY:**

Your Gross Annual salary will be **INR 4,00,000/-** as more fully stipulated in Annexure "A". Any performance based bonus referred in the said Annexure is only for a representative purpose and payable to you at a sole discretion of the Company management and you shall not claim the said bonus as a matter of right.

2] WORKING HOURS AND PLACE OF WORK:

Your posting will be at our Pune office, India. However, the Company may direct you to work and reside at such places outside Pune or India as may be required from time to time. Also, the Company may direct and require you to work at any other place and to undertake such other duties as the Company may lawfully require. The official travel if required will be covered under travel reimbursement policy. The working hours applicable to you will be governed by the Company's Human Resource Manual. There may be requirement sometimes to work beyond scheduled working hours due to exigencies of the Company in accordance with statutory requirements.

3] PROBATION:

3.1 Your initial period of three (3) months extendable to such further period as the Company may so decide shall be considered as the probation period. (Hereinafter referred to as the "Probation period"). In this regard, the Company's decision shall be final. During this period, your appointment can be terminated by the Company forthwith without assigning any reason thereof.

2 During the Probation Period, your performance, attendance, discipline, behaviour, relationship with superiors, peers and subordinates, among other things shall be closely assessed by the Company, based on which the Company may extend the probation or terminate your appointment accordingly. In this regard, decision of the Company shall be final and binding upon you.

mahesh dahiphale
mahesh.dahiphale (May 2, 2022 12:10 GMT+5.5)

02/05/2022

Rage Frameworks India Private
Limited
T: 02041 4130000

CIN: U65929PN2005PTC021646
Regd. Off: Nyati Tech Park, 1st Floor, Wing A&B, Survey
No. 9/2/10/1/2/3/5/Wadgaonsheri, Pune – 411014,
Maharashtra
www.genpact.com

Transformation
Happens Here

Annexure A
COMPENSATION DETAILS

Name	Maresh Dahiphale
Band	5A
Designation	Process Associate
Location	Pune MH Nyati Tech Park IN - Office
Components	Amount (per annum)
Basic	INR 2,64,000/-
Company Contribution to Provident Fund (PF)	INR 31,680/-
Housing Rent Allowance	INR 1,04,320/-
FIXED PAY	INR 4,00,000/-
Benefits	Amount (per Annum)
Life Insurance	INR 14,00,000/-
Employee Deposit Linked Insurance Scheme (EDLIS)	As per Act
Personal Accident/Disability Insurance (For Employee)	INR 14,00,000/-
Medical Insurance covering hospitalization (For Employee)	INR 1,00,000/-
Interest Free Soft Loan (Post 6 Months)	INR 10,000/-
Out Patient Medical Facilities at Office	Free
Company Contribution ESIC	As per Act
Gratuity	INR 12,692/-
Other Attractions	
Parichay (Employee Referral Scheme)	As per scheme
Rewards & Recognition	As per Performance
Education@work : Professional advancement programmes	As per scheme
Concierge Services	Subsidized Rates

Notes: Rage reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and the same will be communicated to you at the joining date or at a later date when such change becomes applicable.

Any employee deduction will be governed by applicable laws and prevalent company policy, and will be subject to change.

For Genpact



Nilesh KVD
Senior Vice President – Human Resources

Accepted and Agreed

maresh dahiphale
maresh.dahiphale (May 2, 2022 12:10 GMT+5.5)
02/05/2022

Maresh Dahiphale

maresh dahiphale
maresh.dahiphale (May 2, 2022 12:10 GMT+5.5)

02/05/2022

Mr. Hitesh Sonar

Pune, Maharashtra

Dear Hitesh Sonar,

SUB: OFFER LETTER FOR THE POST OF EXECUTIVE SALES - MANAGED SERVICES

We are delighted & excited to welcome you to Microscan Communications Private Limited, as “**Executive Sales-Managed Services**” At Microscan, we believe that our team is our biggest strength, and we take pride in hiring only the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful journey with Microscan.

Your appointment will be governed by the terms and conditions presented in the **Annexure A**.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Pravin Muley

Director

Microscan Communications

MICROSCAN COMMUNICATIONS PRIVATE LIMITED


Office No 101, A Wing, Teerth Technospace, Mumbai – Bengaluru Highway, Baner, Pune – 411045

Web: www.microscan.co.in * Mail : info@microscan.co.in

CIN No.: U64100MH2021PTC211603

Strictly Confidential



Microscan Communications Private Limited 		
Annexure I - (A detailed break-up of the CTC)		
Name:	Hitesh Sonar	
Employee ID:		
Designation:	Executive Sales - Managed Services	
Gender:	Male	
Compensation and benefit elements	Monthly (INR)	Annual (INR)
(Section A)		
Basic	11,500.00	1,38,000.00
HRA	5,750.00	69,000.00
Conveyance allowance	1,600.00	19,200.00
Medical allowance	1,250.00	15,000.00
Travelling allowance	-	-
Other allowance	6,387.00	76,649.00
Total A	26,487.00	3,17,849.00
Reimbursable components (Section B)		
Reimbursable components	-	-
Total Section (B)	-	-
Annual components (Section C)		
Bonus	700.00	8,400.00
Variable Pay	3,974.00	47,691.00
Total C	4,674.00	56,091.00
Benefit to employee (BTE) = A+B+C	31,161.00	3,73,940.00
Company contributions (Section D)		
PF	1,800.00	21,600.00
ESIC	-	-
Medical Insurance	372.00	4,460.00
Total (D)	2,172.00	26,060.00
Cost to Company (CTC) = BTE+D	33,333.00	4,00,000.00
Other Deductions		
Professional Tax	200.00	
Employee PF	1,800.00	21,600.00
Employee ESIC	-	-
Net Monthly Salary before IT	24,487.00	
*There may be change in CTC structure as and when there is change in Statutory laws		

MICROSCAN COMMUNICATIONS PRIVATE LIMITED

Office No 101, A Wing, Teerth Technospace, Mumbai – Bengaluru Highway, Baner, Pune – 411045

Web: www.microscan.co.in * Mail: info@microscan.co.in

CIN No.: U64100MH2021PTC211603

Strictly Confidential



Annexure A

You shall be governed by the following terms and condition of service during your Employment with Microscan, and those may be amended from time to time.

1. You are being hired as the **Executive Sales-Managed Services** and **Mr. Suhas Timkare** will be your Reporting Manager.
2. As the "**Executive Sales-Managed Services**", you would be responsible for the following tasks.
 - a. Lead generation from email campaigns and extensive outbound cold calling for India.
 - b. Data Management: Manage and evaluate data to determine the effectiveness of "Microscan Communications Pvt Ltd" services or campaigns.
 - c. Capture customer information, including addresses and phone numbers, for future follow-up.
 - d. Refine customer segmentation, assist with territory management, and create a plan to enhance renewal and upsell processes.
 - e. Representatives and others who contribute to opportunity development to determine how sales opportunities are tracked against the plan and identify any problems for internal review and problem-solving.
 - f. Adding new companies/contacts on a daily basis.
 - g. Provide feedback and suggestions for program improvement on a weekly basis.
 - h. Accelerate customer adoption and maintain a robust sales pipeline & reporting.
 - i. Updating of the leads/Opportunities to respective sales manager
3. Your date of joining is **3rd August 2023**. During your tenure here you are expected to devote your time and efforts solely to Microscan work. You are also required to let your manager know about any changes in the above date.
4. Your location of work will be Pune.
5. All the work that you will produce at or in relation to Microscan will be the intellectual property of Microscan. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly, you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking site and offline among your friends, college etc.) without prior discussion

MICROSCAN COMMUNICATIONS PRIVATE LIMITED

Office No 101, A Wing, Teerth Technospace, Mumbai - Bengaluru Highway, Baner, Pune - 411045

Web: www.microscan.co.in * Mail: info@microscan.co.in

CIN No.: U64100MH2021PTC211603



and approval with your mentor.

6. We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your Employment will be your responsibility. Microscan operates on zero tolerance principle regarding any breach of data security guidelines. At the completion of the Employment, you are expected to hand over all Microscan work/data stored on your Personal Computer to your mentor and delete the same from your machine.
7. During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization. In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company of an extent estimated by the Company.
8. Under normal circumstances either the company or you may terminate this association by providing a notice of 90 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of indisciplinary behavior.
9. You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect.
10. Microscan is a startup, and we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity, and hard work – and expect appreciation & rewards to follow.
11. Expect constant and continuous objective feedback from your manager and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.

MICROSCAN COMMUNICATIONS PRIVATE LIMITED

Office No 101, A Wing, Teerth Technospace, Mumbai – Bengaluru Highway, Baner, Pune – 411045

Web: www.microscan.co.in * Mail: info@microscan.co.in

CIN No.: U64100MH2021PTC211603

Strictly Confidential



12. Have fun at what you do and do the right thing - both the principles are core of what Microscan stands for and we expect you to imbibe them in your day-to-day actions and continuously challenge us if we are falling short of expectations on either of them.
13. The compensation for your services is attached in the "Compensation Structure" attachment.
14. All other terms will be as per the Code of Conduct for Microscan Communications Private Limited.

MICROSCAN COMMUNICATIONS PRIVATE LIMITED

Office No 101, A Wing, Teerth Technospace, Mumbai - Bengaluru Highway, Baner, Pune - 411045

Web: www.microscan.co.in * Mail : info@microscan.co.in

CIN No.: U64100MH2021PTC211603

Strictly Confidential



HOUSIEY
HOME BUYING SIMPLIFIED

32 66

A "Key Mansions Pvt. Ltd" Entity

www.housiey.com accounts.bangalore@housiey.com

Date: 11/10/2022 MM Square, 2nd Floor, SM-671, OMBR Layout, Banaswadi, Bangalore-560043

Name of the Candidate: Naman Pancham Mehta

Offer Letter

Dear Naman,

Congratulations ! We are excited to have you on board.

We are pleased to offer you a position of "**Assistant Sales Manager**" at the Bangalore Office of our company. You are requested to report at Housiey, MM Square, 2nd floor, B. Channasandra Main Road, OMBR Layout, Bangalore on 11/10/2022

1- Compensation

- Your compensation in terms of cost to the company (CTC) is INR 33000/- . Detailed breakup of the compensation is mentioned in Annexure A. Over and above this you are entitled for performance-based incentives upon achievement or targets.

2- Place Of Work

- Depending on the business needs of the Company, you may be required to undertake a periodic visit to the Company's other locations within or outside India. The Company may transfer you to other office locations on a temporary or permanent basis whether within or outside India at its discretion as it may consider necessary from time to time.

3- Roles and Responsibilities

- The management may change your role and responsibility for work, at its discretion as it may consider necessary from time to time. If necessary, you may need to work for stretch hours as may be needed for you to perform your duties effectively and otherwise in accordance with the Company's policies in that behalf and you shall not be entitled to receive any additional remuneration for work done outside your normal hours of work

Aman





HOUSIEY
HOME BUYING SIMPLIFIED

A "Key Mansions Pvt. Ltd" Entity

www.housiey.com accounts.bangalore@housiey.com
MM Square, 2nd Floor, SM-671, OMBR Layout, Banaswadi, Bangalore-560043

Job Responsibilities

- You must complete the company training kit in its entirety to ensure you thoroughly understand all of the terms, terminology, and other aspects mentioned in it.
- After doing so, you will have to pass a test administered by the company trainer.
- Upon successfully completing your first month with us, you will receive a Housiey Joining Kit which includes a t-shirt, water bottle, pen, and notepad.
- You will be provided with a laptop and a company-issued SIM card.
- You are required to use the company SIM exclusively to contact clients or for any office calls.
- Your task is to get in touch with the leads supplied by the company, explain the residential/commercial project that has been assigned to you, answer any questions they may have, invite them for a site visit, and assist them with the booking.
- Throughout your employment with the company, it is imperative that you maintain strict confidentiality regarding the leads provided to you. These leads should remain accessible only to you and should not be shared with anyone else. If you require assistance, you can always seek guidance from your reporting manager during your tenure with the company.
- Even if you decide to resign or are unfortunately made redundant from your position, you are still obligated to serve our clients until the projects and services are fully handed over to your replacement.
- The timeframe for servicing clients after your departure will be determined based on the complexity of the project and the assessment of the handover process.
- Furthermore, it is mandatory for you to wear your company ID card at all times while you are working in the office.

4- Leaves

- Your leave entitlement shall be as per the policy(ies) of the Company mentioned in the Employment agreement

5- Joining Documents

- You would be required to submit the documents as per Annexure B at the time of joining.





HOUSIEY
HOME BUYING SIMPLIFIED

A "Key Mansions Pvt. Ltd" Entity

www.housiey.com accounts.bangalore@housiey.com

MM Square, 2nd Floor, SM-671, OMBR Layout, Banaswadi, Bangalore-560043

Basic Terms

- You are required to adhere to the policies as mentioned in the company employment agreement both during your probation and after confirmation period. You shall comply at all times with the Company's Rules, Policies and Procedures as amended from time to time. The Policies are incorporated by reference into this Offer Letter and are subject to change, replacement or withdrawal at the discretion of the Company. It is your responsibility to keep yourself aware of all the policies of the Company at all times during your employment.
- This provisional offer will be for **6 Months** starting from the joining date. During this period, you will be given all the required training material & assistance required to gain the Real Estate Sales Knowledge.
- The period of probation can be extended at the discretion of the management and you will continue to be on probation till an order of confirmation has been issued in writing. In the absence of a confirmation letter, you shall not be treated as confirmed.
- The LETTER OF APPOINTMENT shall be issued to you only after your completion of Probation Period in company.

We look forward to a long and fruitful association with you.

Kindly acknowledge the copy as an acceptance of the offer letter.

For Housiey (Key Mansions Pvt.Ltd.)

Naman

Aswani Kurup

H R Manager

Mr. Naman Pancham Mehta





HOUSIEY
HOME BUYING SIMPLIFIED

A "Key Mansions Pvt. Ltd" Entity

www.housiey.com accounts.bangalore@housiey.com

MM Square, 2nd Floor, SM-671, OMBR Layout, Banaswadi, Bangalore-560043

Annexure A

Salary Breakup

Components	Amount	
	Monthly	Annual
Basic Salary	15100	181200
House Rent Allowance	12000	144000
Transport Allowance	2950	35400
Medical Allowance	2950	35400
Executive Allowance		
Managerial Allowance		
FIELD Allowance		
Provident Fund (Employer Contribution)		
Employee Life & Personal Accident Insurance		
Employee Health Insurance		
Total CTC	33000	396000

(a) All Amount represented in Indian Rupees. Taxes as applicable would be borne by the employee.

(b) Your salary is strictly confidential and you should not disclose it to anyone without prior permission of the Company in writing. All entitlements would be in accordance with the Company policies that may change from time to time.

(c) You shall also be a part of Company's Incentive Scheme subject to the terms & conditions of the scheme and any amendments as may be made from time to time.

For Housiey (Key Mansions Pvt.Ltd.)

Aswani Kurup

H R Manager

Mr. Naman Pancham Mehta





HOUSIEY
HOME BUYING SIMPLIFIED



A "Key Mansions Pvt. Ltd" Entity

www.housiey.com accounts.bangalore@housiey.com

MM Square, 2nd Floor, SM-671, OMBR Layout, Banaswadi, Bangalore-560043

Annexure B

Documents List

1. 4 recent passport size photographs
2. Copy of your PAN card
3. Copy of your Aadhaar card
4. Permanent & Present Address Proof
5. Copies of Academic and Professional Qualification Certificates
6. Relieving letter & Appointment letter from your previous organization.
7. UAN and last PF account details - if you were a member of EPFO and had UAN created in any of your previous organization (s), then, please note that these are mandatory details that you need to share with us. Not sharing these details (if available) would lead to delay in statutory contributions to your PF.

Note: Please carry all the original documents for verification.





33

23/10/23

Personal and Confidential

Letter of Employment

October 30, 2023

Shivani Mahadeo Karape
75 A ward, Shivaji Peth
Kolhapur City
Maharashtra-416012

Dear Shivani,

Many Congratulations!

We are delighted to have you onboard as "Recruitment Associate" (Grade-2) at Taggd (Talent Hired - The Job Store Private Limited).

Location: Pune

Date of joining: October 30, 2023

Your annualized On-target earnings (OTE) will be **3,80,000/- (Three Lakhs Eighty Thousand Only)**. This amount is subject to deduction of tax at source as per the Income Tax act, 1961, including modifications and re-enactments thereof. As a full-time employee, you are also entitled to the exclusive benefits package. The principal features of your compensation and flexi benefits are outlined in Annexure 1 & 2 respectively. Your employment with us will be governed by the terms and conditions mentioned below.

We take this opportunity to congratulate you and wish you a long, rewarding, and enriching career with us. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all our dealings.

We welcome you to our Taggd family!

Warm Regards,

Pallavi Bedi
Associate Vice President – People and Culture

Talent Hired - The Job Store Private
Limited Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in



Annexure

1. Detailed On-target earnings (OTE) breakup:

Salary components		Monthly (INR)	Annual (INR)
I	Basic	15,000	1,80,000
ii	HRA	6,145	73,742
lii	Flexible benefits plan (FBP)	0	0
iv	Employer contribution to PF	1,800	21,600
V	Employer contribution to ESIC	0	0
Vi	Insurance ⁽²⁾	1,000	12,000
Vii	Employer contribution to gratuity ⁽³⁾	722	8,658
Viii	Monthly bonus ⁽⁴⁾	2,250	27,000
Base gross salary		26,917	3,23,000
Incentive ⁽¹⁾		4,750	57,000
OTE		31,667	3,80,000
1	Incentive amount is based on: 100% Individual Scorecard; payable quarterly along with second month salary on prorated basis. Employee should be on the payroll of the company at the time of incentive payout otherwise incentive would not be payable. All incentives will be governed by the company-wide incentive plan applicable for your role.		
2	Includes Medclaim for self (spouse and two children covered as added benefit), Personal Accident and Life Coverage for Self. The Coverage is INR 5 lacs for group medclaim policy, INR 5 Lacs for group accidental policy and - INR 15 lacs for group term life insurance policy		
3	Payable as per policy at the time of retirement / separation, after completion of 5 years of employment.		
4	Bonus amount is payable monthly along with the salary. This amount is not linked to performance.		

NOTE:

01. Minimum eligibility for incentive pay-out will vary depending upon the function and role as defined in the company-wide incentive plan applicable to you. The incentive pay-out cycle and calculation criteria may change depending upon the change in role or designation. It will be applicable as per the new role & grade, even if there is no change in overall compensation.
02. Any amendments in the company-wide incentive plan can happen during the year and will supersede the above incentive criteria applicable to you.
03. Base gross salary & OTE are subject to statutory tax deductions
04. As per statutory tax guidelines, professional tax deductions are mandatory in certain states (applicable as per

your base location)

Talent Hired - The Job Store Private
Limited Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

Signature





05. Your FBP shall include but not be limited to leave travel allowance, child education, professional development, meal card, etc. The amounts specified in these FBPs shall be subject to the mutually decided terms and conditions between you and Taggd
06. For claiming tax benefits in case of the flexi benefits plan you will have to submit supporting (bills) to Taggd in the prescribed format within the timeline stipulated by Taggd. The payments described in the FBP will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law.

2. Flexi benefit plan (FBP)

Salary components of compensation structure	Distribution of compensation*
Leave travel allowance	Max two months basic salary
Children education allowance -- (Limit up to 2 children) - subject to bill submission at the end of the financial year.	Max INR 1200 per child per annum. In case of children staying in hostel, INR 3600 per child per annum is permissible
Professional development allowance -- (Subject to bill submission at the end of the financial year)	Max two months basic salary
Meal card -- (Available in denominations of INR 1000, INR 2000 & INR 3000 per month) (Applicable for all employees subject to opting)	As opted by the employee. Max limit INR 36000 per annum
Client Entertainment Expenses--(G5 and above)	Maximum INR 180,000 per annum
Car Hire--Available for employees who opt for it at G8 and above levels only. Maximum amount that can be parked here is INR 600,000 annually, subject to terms and conditions defined in the car hire policy document	Max amount is INR 600,000 annually.
Mobile Handset Expense -- Applicable for G5 and above	Upto a maximum amount of INR 80,000 per annum
Broadband Expense - Applicable for G5 and above	Upto a maximum amount of INR 1,000 per month
Tablet Expense - Applicable for G5 and above	Upto a maximum amount of INR 80,000 per annum

We constantly aim to provide you the best flexi benefits, hence the various options in flexi benefits are subject to change from time to time. All the FBP components are updated on Alt Worklife, our internal HR system, where you would need to opt-in for the ones that you wish to utilize.

*Benefit subject to FBP amount stated in the compensation structure. Please contact your HR for further

clarification

3. Conditions of hire:

Talent Hired - The Job Store Private Limited
Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

Kotape



Your employment with Taggd will be subjected to the following pre-conditions:

- a) You will submit the relevant documents as mandated by Taggd
- b) You obtain requisite certification or complete mandated assessments which are the basis for offering you employment opportunity with Taggd if any
- c) You obtain a clear discharge and/or relieving letter from your most recent employer (before joining Taggd)
- d) You represent that acceptance of employment with Taggd does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound
- e) Your background verification check (including but not limited to address, academics, employment, criminal, etc.) Conducted by Taggd is cleared; and
- f) You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s), and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed to Taggd before your joining.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

Terms and conditions

1. Service rules

You will be governed by the rules, regulations, and other Taggd policy (together with the "Taggd policy") as applicable, enforced, amended, or altered from time to time during your employment.

Any and all changes in Taggd policy that act in contravention to the terms and conditions herein shall have a superseding effect over the clauses mentioned in this appointment letter.

You will be reporting to the "Manager" in Taggd at the time of joining. However, your services are transferable and can be seconded or deputed by Taggd to any of Taggd locations or locations of Taggd's associate companies/clients in India or abroad. Taggd further reserves the right to transfer your employment to any other Taggd or legal entity, as part of any transfer of undertaking of Taggd or as part of any restructuring or amalgamation or such other plan implemented by Taggd or by which Taggd is bound, on such terms and conditions as applicable to such plan.

2. Probation

You shall be on a probation period of **6 (six) months**. During this period of six months, your performance will be reviewed and if found satisfactory, your appointment will be confirmed automatically on completion of the probation period. This period may also be extended should the circumstances so require. You will be informed in writing in the event of your probation period being extended. It is mandatory for you to complete the induction program and other training like Ethics, Prevention of Sexual harassment, IT security, etc during your probation period.

3. Performance Incentive

The performance incentive is payable based on the company-wide incentive plan applicable to you. Employees who are on the rolls of Taggd on the date of incentive payment are eligible to receive the incentive for that

Botapal

Talent Hub - The Job Store Private
Limited Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in





performance review period. Employees who leave the services of Taggd before incentive pay-out, even if worked till the last working day of that performance review period, would not be eligible to receive the incentive for that period.

Taggd follows the performance cycle from 1st April to 31st March. Your performance rating shall be determined based on the rating provided by your L1, provided that NR (Needs revving) and BoP (Bottom performer) rating shall not be entitled to any bonuses/increments.

An employee who joins Taggd on or before 31st October will be eligible for increment in May (the following year) and anyone who is joining on or after 1st November will be eligible for incentive on subsequent year increment cycle. Taggd follows the compensation increment cycle from 1st May to 30th April.

The amount mentioned against the performance incentive head is the on-target incentive amount. The actual amount payable may vary, based on your performance, the performance of your function (i.e., Group, segment, or business, as the case may be), and Taggd. These criteria will be announced each year. This amount includes the incentive payable under the provisions of the payment of bonus act, wherever applicable as amended from time to time

4. Remuneration

Taggd will contribute INR 1800 per month (INR 21,600 annually) to your provident fund as per the provisions on the employee's provident fund and miscellaneous provisions act, 1952. Amount due will be duly paid monthly in arrears, direct into your bank account on the last working day of the month.

Taggd assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility. However, Taggd may from time to time, withhold any tax as may be required by applicable law.

Taggd reserves the right to deduct from your remuneration from time to time during the continuance of your employment, any sums due from you to Taggd or any of Taggd's associate companies in India or abroad, including any overpayment, loan, or advance made to you by Taggd or any of Taggd's associate companies in India or abroad.

Performance cycle: Taggd follows a performance cycle from 1st April to 31st March. Your performance rating shall be determined based on the rating provided by your L1, provided that NR (Needs revving) and BoP (Bottom performer) rating shall not be entitled to any bonuses/increments.

5. Working hours & leaves

Presently, the normal working hours are between 9:00 am to 6:00 pm, Monday to Saturday with a 30-minute lunch break. All Sundays of the month shall be observed as a holiday (it may vary across projects). However, you are expected to work such additional hours, or days, without additional remuneration as the needs and requirements of Taggd or any of Taggd's associate companies in India or abroad may require. You will comply with any requests made or measures imposed to enable Taggd and/or the director to monitor and record your

working time.

Talent Hired - The Job Store Private
Limited Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

Handwritten signature





All employees are entitled to 18 days of privileged leave in a calendar year, which are deemed to be earned at the rate of 1.5 leaves for each month. A maximum of 12 privileged leaves in a calendar year are allowed to be accumulated and carried forward to the next calendar year. The remaining unused privileged leaves will get lapsed at the end of the calendar year. This accumulation is allowed up to a maximum limit of 30 days of leaves and these can be encashed by the employee only at the time of separation from Taggd along with the full and final settlement. You are also entitled to 12 days of casual/sick leave in a calendar year for sickness and personal circumstances. These are non-encashable leaves and would lapse if not availed within the calendar year and would not be carried forward into the next year. During the probation period, you will be entitled to casual leaves only.

You will also be eligible for one day of paid leave in celebration of your birthday and marriage anniversary. You would also receive an additional 1 day of well-being leave per month to take care of your self-wellbeing.

Leave calculation will not include Saturday, Sunday, and Taggd holidays. You will be entitled to 10 Taggd holidays, the calendar of which would be shared with you at the time of joining. There is a provision of compensatory off if you have worked on the holiday. The same will be taken only after prior approval from the function head. Also, this will neither be accumulated nor carried forward nor be credited to your leave balance.

The hours of work, off days, and leave policy may be changed by Taggd at any time and you shall be bound by any such policy then in force. If you are working for a particular client, the respective client's holiday calendar & work timings will be applicable to you. The same will be notified to you by your respective I1 manager.

6. Training

During the course of your employment with Taggd, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. Taggd will bear the costs and expenses in relation to such programs. However, if you take up any employment during the training period abroad, you will be required to reimburse all costs and expenses incurred by Taggd in relation to such programs. Training programs that would be identified for you, followed by corresponding tests and assessments, would be vital to your role in Taggd. It is mandatory to complete your induction and training like Ethics, Prevention of sexual harassment, IT security, etc during your probation period.

7. Separation

During the probation period or any extension thereof, either party may terminate this employment contract by giving 30 days notice in writing without assigning any reasons.

Post probation completion either party may terminate this employment contract by giving 30 Days ' notice in writing without assigning any reasons. Period separation is initiated by Taggd, then Taggd may, at its discretion, by giving base gross salary in place of notice period days. No other compensation shall be payable by Taggd.

In the event, separation is initiated by the employee, then you are bound to serve the entire notice period before leaving the services of Taggd. You will ensure that all your ongoing activities are completed and handed over as per Taggd guidelines on the separation process. In case you decide to leave Taggd without serving a complete notice period, then you will be liable to pay all the business operation losses & training costs incurred

Kocare
Talent Hireo - The Job Store Private
Limited Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in



by Taggd in addition to notice base gross salary for the notice period. In the event, separation is initiated by you, Taggd may, at its discretion, relieve you from such date as it may deem fit even before the expiration of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period.

The final decision on the last working day lies with Taggd and you are bound to complete your notice period before leaving the services of Taggd.

You shall be governed by Taggd policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Taggd policies & processes.

You shall automatically retire from employment with Taggd on the last day of the month in which you complete Fifty-Eight (58) years of age. It is hereby clarified that Taggd reserves the right to change the retirement age.

8. Termination

Taggd may immediately terminate your services without any compensation or notice thereof if you are in material breach of your responsibilities which breach either (i) is incapable of remedy, or (ii) if capably of remedy, has not been remedied by you for at least **five (05) days** after receipt of notice from Taggd.

The management shall be at liberty to terminate your contract without any notice in the event of insubordination, indiscipline, dishonesty, or negligence of duty, you're being unable to attend to perform your engagement effectively on account of prolonged ill-health, unauthorized absence from engagement.

In the event of your continuous absence for 7 working days or more, without formal request or permission from management for the same, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as a repudiation of the contract of employment by you and not as a termination of the service by Taggd. Upon termination for whatever cause or reason, you shall return all Taggd property including books, papers, and documents whether in hard copy or soft form, entrusted to you during your employment with Taggd. Upon the termination of your employment, you will be entitled to be paid base salary on prorata basis in respect of any holiday accrued and not taken and will repay to Taggd an amount in respect of excess holiday taken over that which was accrued. Taggd may, in its sole discretion, deduct the value of the property not returned by you in the full and final settlement.

During your employment with Taggd, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. It shall be imperative that you pass all the tests and assessments related to training programs that you would be asked to participate. In the event that you fail the tests and assessments pertaining to such training programs, your employment would be terminated with immediate effect.

9. Non-solicitation, non-compete, non-defamation etc.

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of Taggd, have any material interest in any other occupation except with the prior written consent of Taggd.

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of Taggd, pursue any full-time or part-time educational

Kocare
Talent Incubator - The Job Store Private
Limited Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in





course. In case you are already pursuing or wish to pursue any educational course in the future, written approval from Taggd before joining the employment is mandatory.

You will not at any time during the continuance of your employment, or for twelve (12) months after termination of your employment, without the prior written consent of Taggd:

(a) employ or engage or attempt to employ or engage, induce, solicit or entice away or attempt to induce, solicit or entice away any agent, consultant, employee, officer or worker of Taggd or any of Taggd's associate companies, directly or indirectly make preparations to compete with any business carried on by Taggd or Taggd's associate companies;

(b) induce or attempt to induce any client or customer or supplier of Taggd or any of Taggd's associate companies to cease conducting any business or to reduce the amount of business or adversely to vary the terms upon which any business is conducted with Taggd or any of Taggd's associate companies or to exclude Taggd or any of Taggd's associate companies from new business opportunities in relation to goods or services of a kind normally dealt in by Taggd or any of Taggd's associate companies.

(c) other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment or anytime after the termination of your employment, without the prior written consent of Taggd, do or carry out any act or deed on behalf of Taggd, which you are not expressly authorized to do or carry out in terms of the powers delegated to you by Taggd, from time to time, or as may be required to be carried out by you in accordance with the relevant provisions of the companies act, 1956.

(d) without the prior written consent of Taggd, directly or indirectly, during the term of your employment and for a period of twelve (12) months from the date of termination of your employment, for any reason, directly or indirectly, on your own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity which is competitive/in direct competition with the then-existing business of Taggd.

(e) you shall not, during the term and twelve (12) months thereafter, market, sell or promote services/software that is substantially similar to the services/software of Taggd. You shall not engage with any competitor of Taggd or any other person for the similar services as being provided to Taggd and its customers, during the tenure of the contract and three years thereafter. However, the restrictions contained in this clause shall not apply to the e-learning platform

(f) you hereby warrant that during the term and for a period of twelve (12) months thereafter, (i) you shall not, directly, or indirectly, solicit for employment or employ any employee, officer, or independent contractor of Taggd who performed any work in connection with the agreement, without prior written approval from Taggd, (ii) you shall not engage with any other person for selling the same or similar product/services as being offered by Taggd. The agreement shall commence and become effective from the effective date and shall continue to be in force for a period of twelve (12) months unless terminated earlier as provided in this agreement ("term"). Upon the termination of this agreement, the parties shall immediately destroy or return to the other party all the confidential information of the other party or copies thereof in its possession and in case of destruction, provide proof to the other party.

Talent Hired - The Job Store Private
Limited Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

Abhijit K. Kulkarni





You will not at any time after your termination present yourself to be held out or presented as being in any way connected with or interested in the business of Taggd or any of its associate companies; or directly or indirectly make, publish or otherwise communicate any derogatory or defamatory statements whether in writing or otherwise concerning Taggd or any of its associate companies or any of its or their agents, consultants, directors, employees, officers, shareholders or workers.

While the restrictions set out above are considered to be reasonable in all the circumstances it is agreed that if any one or more of such restrictions either taken by itself or themselves together, are adjudged to go beyond what is reasonable in all the circumstances for the protection of the legitimate interests of Taggd or any of its associate companies but would be adjudged reasonable if any particular restriction or restrictions were deleted or if any part or parts of its or their wording were deleted, restricted or limited in a particular manner then the restrictions set out above will apply with such deletions, restrictions or limitations as the case may be.

During the term of your employment with Taggd and at all times thereafter, you will not make any false, defamatory, or disparaging statements about Taggd or the employees, offices, or directors of Taggd that are reasonably likely to cause damage to such entity or person.

10. Employment particulars & background verification

Your final appointment is contingent upon the successful completion of a background check. Taggd may terminate your services without any compensation or notice thereof, should the results of your background investigation not be successful.

Taggd may conduct your background verification either through Taggd or by a third party at any time after joining Taggd.

Your appointment will be subject to the verification of your credentials, testimonials, and other particulars mentioned by you during the recruitment and joining process. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically canceled and your services will be terminated with immediate effect.

11. Service obligations

In the discharge of your duties and in the exercise of such powers as may be conferred on you from time to time, you shall at all times comply with all reasonable, lawful, and proper codes, policies, procedures, and rules made by Taggd and any association or professional body to which Taggd from time to time belongs, together with general laws, regulations, and requirements applicable to Taggd from time to time. While in the employment of Taggd, you shall (a) use your best endeavor to promote the business interests and welfare of Taggd; (b) devote your full time, attention, and abilities during hours of work to the affairs of Taggd; and (c) neither directly nor indirectly engage or be interested in engagement, the practice of any business, profession or vocation, including any activity, which competes directly or indirectly with activities of Taggd or conflicts with your position in Taggd (including without limitation any connected person).

12. Warranty and indemnification

You confirm, represent, and warrant that you are not bound by or subject to any agreement, arrangement, court order, obligation, or undertaking which in any way restricts or prohibits you from entering into, or

Kotari





performing your duties under, this appointment letter. You will indemnify and hold Taggd harmless against all suits, claims, costs, damages, and expenses that Taggd may incur in connection with any claim that you were so bound or subject to.

You will not knowingly use any trade secret, confidential information, or other intellectual property rights of any other party in the performance of your duties hereunder.

You confirm that as of the effective date of your appointment, you do not have any business, professional or other interests that may be conflicting with any of the foregoing statements. Since your appointment with Taggd is on a full-time basis, you shall not take up any assignment, including those in the nature of any business, profession, or vocation, without the prior written consent of Taggd, which may be granted/refused at Taggd's sole discretion.

13. Force majeure

Taggd shall not be liable for any failure or delay in performance of this agreement for the period that such failure or delay is beyond its reasonable control and materially affects the performance of any of its obligations under this agreement.

14. Expenses

In addition to your remuneration, you will be reimbursed all reasonable expenses properly, wholly, exclusively, and necessarily incurred by you in the discharge of your duties under this appointment letter upon production of receipts or other evidence for them and subject to your complying with all the requirements of Taggd's expenses policy from time to time in force.

15. Confidentiality

During the course of your assignment with us, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to Taggd or its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having any kind of association or relationship with Taggd, and/or its affiliates or subsidiaries (together "confidential information"). You shall keep and maintain strict confidentiality of such confidential information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without the prior written consent of an authorized officer of Taggd. You shall at all times, whether during or after the termination of your employment, act with the utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise. You shall not reproduce, store in a retrieval system, or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning, or otherwise - any copyrighted material or other confidential information, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.

Upon expiry or termination of your employment with Taggd, you will return and surrender to Taggd, all such confidential information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and videotapes, floppies and discs, and any other knowledge databases that came to you or were entrusted to you in the course of your employment and shall not retain any copy thereof in any

Talent Hired - The Job Store Private
Limited Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

Signature





form whatsoever. You may be required to execute such other or further agreements as Taggd or its affiliates or customers may require in this regard, from time to time. You shall not disclose to any public papers, journals, pamphlets, or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to Taggd or its subsidiaries or affiliates, except with prior approval. The obligations contained above shall cease to apply to any confidential information upon it (a) coming into the public domain, other than as a result of or in connection with the direct or indirect disclosure by you in breach of any condition; and (b) being required to be disclosed pursuant to any regulatory requirement(s). you shall not at any time during the continuance of your employment with Taggd make any notes or memoranda relating to any matter within the scope of the business of Taggd or any of Taggd's associate companies in India or abroad or concerning any of the dealings or affairs of Taggd or any of Taggd's associate companies in India or abroad, otherwise than for the benefit of Taggd or any of Taggd's associate companies in India or abroad for whom you are directed to provide your services.

You agree and confirm that you will, at all times:

- a) Maintain in confidence all such confidential information and will not use such information other than as necessary to carry out the purpose for which it was shared with you;
- b) Not disclose, divulge, display, publish or disseminate any such confidential information to any person without the prior written consent of Taggd;
- c) Prevent the unauthorized use, dissemination, or publication of such confidential information;
- d) Not copy or reproduce any such confidential information except as is reasonably necessary for the purpose for which it was shared with you;
- e) Not use the confidential information in a way so as to produce a commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to Taggd; and
- f) Neither obtain nor claim any ownership interest in any knowledge or information obtained from such confidential information.

16. Intellectual property rights

You hereby irrevocably assign to Taggd, including by way of future assignment, with full title guarantee, absolutely and free from all encumbrances, all your right, title, and interest in any and all intellectual property rights associated with any ideas, concepts, techniques, inventions, processes, works of authorship, confidential information or trade secrets in, or relating to, any work or material created, conceived, developed, contributed to or improved upon in whole or in part by you during the course of your employment together with all accrued rights of action in respect of any infringement of any such intellectual property rights.

Notwithstanding anything to the contrary, no license with respect to intellectual property rights shall be deemed or implied to be granted by Taggd to you in respect of Taggd intellectual property.

You shall not reverse-engineer, decompile, or disassemble, modify or copy (except for making a single backup copy) any methodologies, software or whitepaper article, themes, headlines, or confidential information disclosed under this agreement and shall not remove, overprint, deface or change any notice of confidentiality, copyright, trademark, logo, or other notices of ownership from any originals or copies of confidential information you receives from Taggd.

You agree and understand that for any and all copyrightable works that are prepared by you, within his scope of service, Taggd will be considered the first owner of such copyrightable works. To the extent that Taggd is

Signature
Talent Hire - The Job Store Private
Limited Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in





not considered the first owner of the intellectual property rights created by you, the copyright and all related rights, title, and interest in all such Taggd intellectual property is irrevocably assigned by you to Taggd in consideration of the employment which constitutes valid and adequate consideration. You hereby waive any right to and agree that you shall not raise any objection or claims under applicable law in respect of ownership of such Taggd intellectual property.

You shall, without charge to, but at the cost and expense of Taggd, execute and do all such acts, matters, documents, and things as may be necessary or reasonably required to obtain patent, design, or other protection for any of the material or improvements or developments of or to the material and to vest title to the intellectual property rights in, or relating to, the material in Taggd (or any such Taggd as directed) absolutely.

During the performance of your duties and responsibilities, you shall not use or infringe any intellectual property or rights of any other person. To the extent permitted by law, you hereby irrevocably and unconditionally waive any and all moral rights conferred by copyright act 1957 or any rights of a similar nature under the laws at present or in the future in force, in any other jurisdiction in and to any and all material developed, such waiver being given in favor of Taggd, its successors in title and assigns.

The provisions of this clause will not be affected by the termination of your employment and will continue even after termination.

17. Taggd property

For efficient discharge of your services, Taggd may provide you with a mobile phone, laptop, etc. subject to Taggd policy. This will be Taggd property which shall be entrusted to you for official purpose only. You will be required to return all Taggd property and documents at any time upon request or in the event of termination of employment. If any letter of authority or power of attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with Taggd.

18. Jurisdiction and governing laws

The parties to this agreement shall make best efforts to settle mutual conciliation any claim, dispute, or controversy ("dispute") arising out of, or in relation to, this agreement including any dispute with respects to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences, and/or claims arising out of these presents or as construction, meaning or effect thereof or as to the rights and liabilities of the parties hereunder and which cannot be settled by mutual conciliation shall be referred to arbitration to be held in Delhi in the English language in accordance with the arbitration and conciliation act 1996, or any statutory amendments thereof and shall be referred to a sole arbitrator to be appointed by Taggd. Any disputes arising out of this agreement shall be subject to the exclusive jurisdiction of courts at Delhi.

You hereby expressly acknowledge that any breach or threatened breach by you of any of your obligations set forth in this letter and/ or any of Taggd policies may result in significant and continuing injury and irreparable harm to Taggd, the monetary value of which would be impossible to establish. Therefore, you agree that Taggd shall be entitled to injunctive relief in the exclusive jurisdiction of courts at Delhi with respect to such provisions.

The terms of this offer are strictly confidential between you and Taggd and any breach of this confidence will be viewed with utmost seriousness.

Talent Hired - The Job Store Private
Limited Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

Handwritten signature





Acceptance

I, "Shivani Mahadeo Karape D/O Mahadeo Karape", have read and understood the contents of this employment offer letter and all its exhibits and accept all terms and conditions of this letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Taggd (Talent Hired - The Job Store Private Limited).

I confirm that I am not breaching any terms or provisions of any prior agreements or arrangement by accepting this offer.

Name : Miss. SHIVANI MAHADEO KARAPE.

Signature : 

Date : 30/10/2023

Note: Please sign on all the pages of the document.





Personal and Confidential

Letter of Employment

October 25, 2023

UJWALA ANIL SONONE
Sana Society Mhaske
Wasti, Alandi Road, Kalas
Pune City
Pune City
Maharashtra-411015



Annexure

1. Detailed On-target earnings (OTE) breakup:

	Salary components	Monthly (INR)	Annual (INR)
i	Basic	15,000	1,80,000
ii	HRA	6,145	73,742
iii	Flexible benefits plan (FBP)	0	0
iv	Employer contribution to PF	1,800	21,600
v	Employer contribution to ESIC	0	0
vi	Insurance ⁽²⁾	1,000	12,000
vii	Employer contribution to gratuity ⁽³⁾	722	8,658
viii	Monthly bonus ⁽⁴⁾	2,250	27,000
	Basic gross salary	25,917	3,10,999
	Incentive⁽¹⁾	4,750	57,000
	OTE	31,067	3,67,999
1	Incentive amount is based on: 100% Individual Scorecard, payable quarterly along with second month salary on prorated basis. Employee should be on the payroll of the company at the time of incentive payout otherwise incentive would not be payable. All incentives will be governed by the company-wide incentive plan applicable for your role.		
2	Includes Mediclaim for self (spouse and two children covered as added benefit), Personal / Accident and Life Coverage for Self. The Coverage is INR 5 lacs for group mediclaim policy, INR 5 Lacs for group accidental policy and INR 15 lacs for group term life insurance policy		
3	Payable as per policy at the time of retirement / separation, after completion of 5 years of employment.		
4	Bonus amount is payable monthly along with the salary. This amount is not linked to performance.		

NOTE:

01. Minimum eligibility for incentive pay-out will vary depending upon the function and role as defined in the company-wide incentive plan applicable to you. This incentive pay-out cycle and calculation criteria may



06. For claiming tax benefits in case of the flexi benefits plan you will have to submit supporting (bills) to Taggd in the prescribed format within the timeline stipulated by Taggd. The payments described in the FBP will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law

2. Flexi benefit plan (FBP)

Salary components of compensation structure	Distribution of compensation*
Leave travel allowance	Max two months basic salary
Children education allowance -- (Limit up to 2 children) - subject to bill submission at the end of the financial year.	Max INR 1200 per child per annum. In case of children staying in hostel, INR 3600 per child per annum is permissible
Professional development allowance -- (Subject to bill submission at the end of the financial year)	Max two months basic salary
Meal card -- (Available in denominations of INR 1000, INR 2000 & INR 3000 per month) (Applicable for all employees subject to opting)	As opted by the employee. Max limit INR 36000 per annum
Client Entertainment Expenses--(G5 and above)	Maximum INR 180,000 per annum
Car Hire--Available for employees who opt for it at G8 and above levels only. Maximum amount that can be parked here is INR 600,000 annually, subject to terms and conditions defined in the car hire policy document	Max amount is INR 600,000 annually.
Mobile Handset Expense -- Applicable for G5 and above	Upto a maximum amount of INR 80,000 per annum
Broadband Expense - Applicable for G5 and above	Upto a maximum amount of INR 1,000 per month
Tablet Expense - Applicable for G5 and above	Upto a maximum amount of INR 80,000 per annum

We constantly aim to provide you the best flexi benefits, hence the various options in flexi benefits are subject to change from time to time. All the FBP components are updated on HRMS, our internal HR system, where you would need to opt-in for the ones that you wish to utilize.

*Benefit subject to FBP amount stated in the compensation structure. Please contact your HR for further clarification.

3. Conditions of hire:

Your employment with Taggd will be subjected to the following pre-conditions:

- You will submit the relevant documents as mandated by Taggd

ujwale

Talent Hired - The Job Store Private
Limited Registered Office:
A-10 Infocity Sector-34,
Gurgaon, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurgaon, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in





- b) You obtain requisite certification or complete mandated assessments which are the basis for offering you employment opportunity with Taggd if any
- c) You obtain a clear discharge and/or relieving letter from your most recent employer (before joining Taggd)
- d) You represent that acceptance of employment with Taggd does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound
- e) Your background verification check (including but not limited to address, academics, employment, criminal, etc.) Conducted by Taggd is cleared; and
- f) You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s), and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed to Taggd before your joining.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

Terms and conditions

1. Service rules

You will be governed by the rules, regulations, and other Taggd policy (together with the "Taggd policy") as applicable, enforced, amended, or altered from time to time during your employment.

Any and all changes in Taggd policy that act in contravention to the terms and conditions herein shall have a superseding effect over the clauses mentioned in this appointment letter.

You will be reporting to the "Manager" in Taggd at the time of joining. However, your services are transferable and can be seconded or deputed by Taggd to any of Taggd locations or locations of Taggd's associate companies/clients in India or abroad. Taggd further reserves the right to transfer your employment to any other Taggd or legal entity, as part of any transfer of undertaking of Taggd or as part of any restructuring or amalgamation or such other plan implemented by Taggd or by which Taggd is bound, on such terms and conditions as applicable to such plan.

2. Probation

You shall be on a probation period of **6 (six) months**. During this period of six months, your performance will be reviewed and if found satisfactory, your appointment will be confirmed automatically on completion of the probation period. This period may also be extended should the circumstances so require. You will be informed in writing in the event of your probation period being extended. It is mandatory for you to complete the induction program and other training like Ethics, Prevention of Sexual harassment, IT security, etc during your probation period.

3. Performance Incentive

The performance incentive is payable based on the company-wide incentive plan applicable to you. Employees who are on the rolls of Taggd on the date of incentive payment are eligible to receive the incentive for that performance review period. Employees who leave the services of Taggd before incentive pay-out, even if worked till the last working day of that performance review period, would not be eligible to receive the incentive for that period.

ujwala

Talent Hired - The Job Store Private
Limited Registered Office:
A-10, Infocity Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4277762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in



Taggd follows the performance cycle from 1st April to 31st March. Your performance rating shall be determined based on the rating provided by your L1, provided that NR (Needs revving) and BoP (Bottom performer) rating shall not be entitled to any bonuses/increments.

An employee who joins Taggd on or before 31st October will be eligible for increment in May (the following year) and anyone who is joining on or after 1st November will be eligible for incentive on subsequent year increment cycle. Taggd follows the compensation increment cycle from 1st May to 30th April.

The amount mentioned against the performance incentive head is the on-target incentive amount. The actual amount payable may vary, based on your performance, the performance of your function (i.e., Group, segment, or business, as the case may be), and Taggd. These criteria will be announced each year. This amount includes the incentive payable under the provisions of the payment of bonus act, wherever applicable as amended from time to time.

4. Remuneration

Taggd will contribute INR 1800 per month (INR 21,600 annually) to your provident fund as per the provisions on the employee's provident fund and miscellaneous provisions act, 1952. Amount due will be duly paid monthly in arrears, direct into your bank account on the last working day of the month.

Taggd assumes no responsibility for your personal tax affairs, and your tax liability in respect of your remuneration is entirely your responsibility. However, Taggd may from time to time, withhold any tax as may be required by applicable law.

Taggd reserves the right to deduct from your remuneration from time to time during the continuance of your employment, any sums due from you to Taggd or any of Taggd's associate companies in India or abroad, including any overpayment, loan, or advance made to you by Taggd or any of Taggd's associate companies in India or abroad.

Performance cycle: Taggd follows a performance cycle from 1st April to 31st March. Your performance rating shall be determined based on the rating provided by your L1, provided that NR (Needs revving) and BoP (Bottom performer) rating shall not be entitled to any bonuses/increments.

5. Working hours & leaves

Presently, the normal working hours are between 9:00 am to 6:00 pm, Monday to Saturday with a 30-minute lunch break. All Sundays of the month shall be observed as a holiday (it may vary across projects). However, you are expected to work such additional hours, or days, without additional remuneration as the needs and requirements of Taggd or any of Taggd's associate companies in India or abroad may require. You will comply with any requests made or measures imposed to enable Taggd and/or the director to monitor and record your working time.

All employees are entitled to 18 days of privileged leave in a calendar year, which are deemed to be earned at the rate of 1.5 leaves for each month. A maximum of 12 privileged leaves in a calendar year are allowed to be accumulated and carried forward to the next calendar year. The remaining unused privileged leaves will get lapsed at the end of the calendar year. This accumulation is allowed up to a maximum limit of 30 days of leaves and these can be encashed by the employee only at the time of separation from Taggd along with the full and final settlement. You are also entitled to 12 days of casual/sick leave in a calendar year for sickness

Talent Hired - The Job Store Private
Limited Registered Office:
A-10 Infocity Sector-34,
Gurgaon, Haryana 122001
T +91 124 478 2400
F +91 124 4271762

www.taggd.in
Gurgaon, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

ijwale



and personal circumstances. These are non-encashable leaves and would lapse if not availed within the calendar year and would not be carried forward into the next year. During the probation period, you will be entitled to casual leaves only.

You will also be eligible for one day of paid leave in celebration of your birthday and marriage anniversary. You would also receive an additional 1 day of well-being leave per month to take care of your self-wellbeing.

Leave calculation will not include Saturday, Sunday, and Taggd holidays. You will be entitled to 10 Taggd holidays, the calendar of which would be shared with you at the time of joining. There is a provision of compensatory off if you have worked on the holiday. The same will be taken only after prior approval from the function head. Also, this will neither be accumulated nor carried forward nor be credited to your leave balance.

The hours of work, off days, and leave policy may be changed by Taggd at any time and you shall be bound by any such policy then in force. If you are working for a particular client, the respective client's holiday calendar & work timings will be applicable to you. The same will be notified to you by your respective IT manager.

6. Training

During the course of your employment with Taggd, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. Taggd will bear the costs and expenses in relation to such programs. However, if you take up any employment during the training period abroad, you will be required to reimburse all costs and expenses incurred by Taggd in relation to such programs. Training programs that would be identified for you, followed by corresponding tests and assessments, would be vital to your role in Taggd. It is mandatory to complete your induction and training like Ethics, Prevention of sexual harassment, IT security, etc during your probation period.

7. Separation

During the probation period or any extension thereof, either party may terminate this employment contract by giving 30 days notice in writing without assigning any reasons.

Post probation completion either party may terminate this employment contract by giving 30 Days notice in writing without assigning any reasons. Period separation is initiated by Taggd, then Taggd may, at its discretion, by giving base gross salary in place of notice period days. No other compensation shall be payable by Taggd.

In the event, separation is initiated by the employee, then you are bound to serve the entire notice period before leaving the services of Taggd. You will ensure that all your ongoing activities are completed and handed over as per Taggd guidelines on the separation process. In case you decide to leave Taggd without serving a complete notice period, then you will be liable to pay all the business operation losses & training costs incurred by Taggd in addition to notice base gross salary for the notice period. In the event, separation is initiated by you, Taggd may, at its discretion, relieve you from such date as it may deem fit even before the expiration of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period.

The final decision on the last working day lies with Taggd and you are bound to complete your notice period before leaving the services of Taggd.

ujwal

Talent Hire - The Job Store Private
Limited Registered Office:
A-10 Infocity Sector-24,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4173762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in



You shall be governed by Taggd policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Taggd policies & processes.

You shall automatically retire from employment with Taggd on the last day of the month in which you complete Fifty-Eight (58) years of age. It is hereby clarified that Taggd reserves the right to change the retirement age.

8. Termination

Taggd may immediately terminate your services without any compensation or notice thereof if you are in material breach of your responsibilities which breach either (i) is incapable of remedy, or (ii) if capable of remedy, has not been remedied by you for at least **five (05) days** after receipt of notice from Taggd.

The management shall be at liberty to terminate your contract without any notice in the event of insubordination, indiscipline, dishonesty, or negligence of duty, you're being unable to attend to perform your engagement effectively on account of prolonged ill-health, unauthorized absence from engagement.

In the event of your continuous absence for 7 working days or more, without formal request or permission from management for the same, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as a repudiation of the contract of employment by you and not as a termination of the service by Taggd. Upon termination for whatever cause or reason, you shall return all Taggd property including books, papers, and documents whether in hard copy or soft form, entrusted to you during your employment with Taggd. Upon the termination of your employment, you will be entitled to be paid base salary on prorata basis in respect of any holiday accrued and not taken and will repay to Taggd an amount in respect of excess holiday taken over that which was accrued. Taggd may, in its sole discretion, deduct the value of the property not returned by you in the full and final settlement.

During your employment with Taggd, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. It shall be imperative that you pass all the tests and assessments related to training programs that you would be asked to participate. In the event that you fail the tests and assessments pertaining to such training programs, your employment would be terminated with immediate effect.

9. Non-solicitation, non-compete, non-defamation etc.

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of Taggd, have any material interest in any other occupation except with the prior written consent of Taggd.

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of Taggd, pursue any full-time or part-time educational course. In case you are already pursuing or wish to pursue any educational course in the future, written approval from Taggd before joining the employment is mandatory.

You will not at any time during the continuance of your employment, or for twelve (12) months after termination of your employment, without the prior written consent of Taggd:

[Signature]

Talent Hire - The Job Store Private
Limited Registered Office:
A-10 Infocity Sector-34,
Gurgaon, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurgaon, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

ggd.

(a) employ or engage or attempt to employ or engage, induce, solicit or entice away or attempt to induce, solicit or entice away any agent, consultant, employee, officer or worker of Taggd or any of Taggd's associate companies, directly or indirectly make preparations to compete with any business carried on by Taggd or Taggd's associate companies.

(b) induce or attempt to induce any client or customer or supplier of Taggd or any of Taggd's associate companies to cease conducting any business or to reduce the amount of business or adversely to vary the terms upon which any business is conducted with Taggd or any of Taggd's associate companies or to exclude Taggd or any of Taggd's associate companies from new business opportunities in relation to goods or services of a kind normally dealt in by Taggd or any of Taggd's associate companies

(c) other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment or anytime after the termination of your employment, without the prior written consent of Taggd, do or carry out any act or deed on behalf of Taggd, which you are not expressly authorized to do or carry out in terms of the powers delegated to you by Taggd, from time to time, or as may be required to be carried out by you in accordance with the relevant provisions of the companies act, 1956.

(d) without the prior written consent of Taggd, directly or indirectly, during the term of your employment and for a period of twelve (12) months from the date of termination of your employment, for any reason, directly or indirectly, on your own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity which is competitive/in direct competition with the then existing business of Taggd.

(e) you shall not, during the term and twelve (12) months thereafter, market, sell or promote services/software that is substantially similar to the services/software of Taggd. You shall not engage with any competitor of Taggd or any other person for the similar services as being provided to Taggd and its customers, during the tenure of the contract and three years thereafter. However, the restrictions contained in this clause shall not apply to the e-learning platform.

(f) you hereby warrant that during the term and for a period of twelve (12) months thereafter, (i) you shall not, directly or indirectly, solicit for employment or employ any employee, officer, or independent contractor of Taggd who performed any work in connection with the agreement, without prior written approval from Taggd, (ii) you shall not engage with any other person for selling the same or similar product/services as being offered by Taggd. The agreement shall commence and become effective from the effective date and shall continue to be in force for a period of twelve (12) months unless terminated earlier as provided in this agreement ("term"). Upon the termination of this agreement, the parties shall immediately destroy or return to the other party all the confidential information of the other party or copies thereof in its possession and in case of destruction, provide proof to the other party.

You will not at any time after your termination present yourself to be held out or presented as being in any way connected with or interested in the business of Taggd or any of its associate companies; or directly or indirectly make, publish or otherwise communicate any derogatory or defamatory statements whether in writing or otherwise concerning Taggd or any of its associate companies or any of its or their agents, consultants, directors, employees, officers, shareholders or workers.

While the restrictions set out above are considered to be reasonable in all the circumstances it is agreed that if any one or more of such restrictions either taken by itself or themselves together, are adjudged to go beyond what is reasonable in all the circumstances for the protection of the legitimate interests of Taggd or any of its

Signature

Talent Hired - The Job Store Private
Limited Registered Office:
A-16 Infinity Sector 34,
Gurgaon, Haryana 122001
T +91 124 478 2400
F +91 124 4175762

www.taggd.in
Gurgaon, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

Taggd.

associate companies but would be adjudged reasonable if any particular restriction or restrictions were deleted or if any part or parts of its or their wording were deleted, restricted or limited in a particular manner then the restrictions set out above will apply with such deletions, restrictions or limitations as the case may be.

During the term of your employment with Taggd and at all times thereafter, you will not make any false, defamatory, or disparaging statements about Taggd or the employees, offices, or directors of Taggd that are reasonably like to cause damage to such entity or person.

10. Employment particulars & background verification

Your final appointment is contingent upon the successful completion of a background check. Taggd may terminate your services without any compensation or notice thereof, should the results of your background investigation not be successful.

Taggd may conduct your background verification either through Taggd or by a third party at any time after joining Taggd.

Your appointment will be subject to the verification of your credentials, testimonials, and other particulars mentioned by you during the recruitment and joining process. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically canceled and your services will be terminated with immediate effect.

11. Service obligations

In the discharge of your duties and in the exercise of such powers as may be conferred on you from time to time, you shall at all times comply with all reasonable, lawful, and proper codes, policies, procedures, and rules made by Taggd and any association or professional body to which Taggd from time to time belongs, together with general laws, regulations, and requirements applicable to Taggd from time to time. While in the employment of Taggd, you shall (a) use your best endeavor to promote the business interests and welfare of Taggd; (b) devote your full time, attention, and abilities during hours of work to the affairs of Taggd; and (c) neither directly nor indirectly engage or be interested in engagement, the practice of any business, profession or vocation, including any activity, which competes directly or indirectly with activities of Taggd or conflicts with your position in Taggd (including without limitation any connected person).

12. Warranty and indemnification

You confirm, represent, and warrant that you are not bound by or subject to any agreement, arrangement, court order, obligation, or undertaking which in any way restricts or prohibits you from entering into, or performing your duties under, this appointment letter. You will indemnify and hold Taggd harmless against all suits, claims, costs, damages, and expenses that Taggd may incur in connection with any claim that you were so bound or subject to.

You will not knowingly use any trade secret, confidential information, or other intellectual property rights of any other party in the performance of your duties hereunder.

You confirm that as of the effective date of your appointment, you do not have any business, professional or other interests that may be conflicting with any of the foregoing statements. Since your appointment with Taggd is on a full-time basis, you shall not take up any assignment, including those in the nature of any business,

[Signature]

Talent Hire - The Job Store Private
Limited Registered Office:
A-10 Infocity Sector 34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4272762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in



profession, or vocation, without the prior written consent of Taggd, which may be granted/refused at Taggd's sole discretion.

13. Force majeure

Taggd shall not be liable for any failure or delay in performance of this agreement for the period that such failure or delay is beyond its reasonable control and materially affects the performance of any of its obligations under this agreement.

14. Expenses

In addition to your remuneration, you will be reimbursed all reasonable expenses properly, wholly, exclusively, and necessarily incurred by you in the discharge of your duties under this appointment letter upon production of receipts or other evidence for them and subject to your complying with all the requirements of Taggd's expenses policy from time to time in force.

15. Confidentiality

During the course of your assignment with us, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to Taggd or its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having any kind of association or relationship with Taggd, and/or its affiliates or subsidiaries (together "confidential information"). You shall keep and maintain strict confidentiality of such confidential information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without the prior written consent of an authorized officer of Taggd. You shall at all times, whether during or after the termination of your employment, act with the utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise. You shall not reproduce, store in a retrieval system, or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning, or otherwise - any copyrighted material or other confidential information, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.

Upon expiry or termination of your employment with Taggd, you will return and surrender to Taggd, all such confidential information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and videotapes, floppies and discs, and any other knowledge databases that came to you or were entrusted to you in the course of your employment and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as Taggd or its affiliates or customers may require in this regard, from time to time. You shall not disclose to any public papers, journals, pamphlets, or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to Taggd or its subsidiaries or affiliates, except with prior approval. The obligations contained above shall cease to apply to any confidential information upon it (a) coming into the public domain, other than as a result of or in connection with the direct or indirect disclosure by you in breach of any condition; and (b) being required to be disclosed pursuant to any regulatory requirement(s); you shall not at any time during the continuance of your employment with Taggd make any notes or memoranda relating to any matter within the scope of the business of Taggd or any of Taggd's associate companies in India or abroad or concerning any of the dealings or affairs of Taggd or any of Taggd's associate companies in India or abroad, otherwise than

ujwala

Talent Hire - The Job Store Private
Limited Registered Office:
A-10 Infocity Sector-34,
Gurgaon, Haryana 122001
T +91 124 478 2400
F +91 124 4273262

www.taggd.in
Gurgaon, Bengaluru, Mumbai Ctn No
U74900HR2012PTC074373
Email - contact@taggd.in





for the benefit of Taggd or any of Taggd's associate companies in India or abroad for whom you are directed to provide your services.

You agree and confirm that you will, at all times:

- a) Maintain in confidence all such confidential information and will not use such information other than as necessary to carry out the purpose for which it was shared with you.
- b) Not disclose, divulge, display, publish or disseminate any such confidential information to any person without the prior written consent of Taggd.
- c) Prevent the unauthorized use, dissemination, or publication of such confidential information.
- d) Not copy or reproduce any such confidential information except as is reasonably necessary for the purpose for which it was shared with you.
- e) Not use the confidential information in a way so as to produce a commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to Taggd; and
- f) Neither obtain nor claim any ownership interest in any knowledge or information obtained from such confidential information.

16. Intellectual property rights

You hereby irrevocably assign to Taggd, including by way of future assignment, with full title guarantee, absolutely and free from all encumbrances, all your right, title, and interest in any and all intellectual property rights associated with any ideas, concepts, techniques, inventions, processes, works of authorship, confidential information or trade secrets in, or relating to, any work or material created, conceived, developed, contributed to or improved upon in whole or in part by you during the course of your employment together with all accrued rights of action in respect of any infringement of any such intellectual property rights.

Notwithstanding anything to the contrary, no license with respect to intellectual property rights shall be deemed or implied to be granted by Taggd to you in respect of Taggd intellectual property.

You shall not reverse-engineer, decompile, or disassemble, modify or copy (except for making a single backup copy) any methodologies, software or whitepaper article, themes, headlines, or confidential information disclosed under this agreement and shall not remove, overprint, deface or change any notice of confidentiality, copyright, trademark, logo, or other notices of ownership from any originals or copies of confidential information you receives from Taggd.


You agree and understand that for any and all copyrightable works that are prepared by you, within his scope of service, Taggd will be considered the first owner of such copyrightable works. To the extent that Taggd is not considered the first owner of the intellectual property rights created by you, the copyright and all related rights, title, and interest in all such Taggd intellectual property is irrevocably assigned by you to Taggd in consideration of the employment which constitutes valid and adequate consideration. You hereby waive any right to and agree that you shall not raise any objection or claims under applicable law in respect of ownership of such Taggd intellectual property.

You shall, without charge to, but at the cost and expense of Taggd, execute and do all such acts, matters, documents, and things as may be necessary or reasonably required to obtain patent, design, or other protection for any of the material or improvements or developments of or to the material and to vest title to the intellectual property rights in, or relating to, the material in Taggd (or any such Taggd as directed) absolutely.

[Signature]

Talent Hired - The Job Store Private
Limited Registered Office:
A-10, Infocity Sector-34,
Gurgaon, Haryana 122001
T +91 124 478 2400
F +91 124 4273782

www.taggd.in
Gurgaon, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

 During the performance of your duties and responsibilities, you shall not use or infringe any intellectual property or rights of any other person. To the extent permitted by law, you hereby irrevocably and unconditionally waive any and all moral rights conferred by copyright act 1957 or any rights of a similar nature under the laws at present or in the future in force, in any other jurisdiction in and to any and all material developed, such waiver being given in favor of Taggd, its successors in title and assigns.

The provisions of this clause will not be affected by the termination of your employment and will continue even after termination.

17. Taggd property

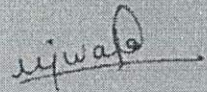
For efficient discharge of your services, Taggd may provide you with a mobile phone, laptop, etc. subject to Taggd policy. This will be Taggd property which shall be entrusted to you for official purpose only. You will be required to return all Taggd property and documents at any time upon request or in the event of termination of employment. If any letter of authority or power of attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with Taggd.

18. Jurisdiction and governing laws

The parties to this agreement shall make best efforts to settle mutual conciliation any claim, dispute, or controversy ("dispute") arising out of, or in relation to, this agreement including any dispute with respects to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences, and/or claims arising out of these presents or as construction, meaning or effect thereof or as to the rights and liabilities of the parties hereunder and which cannot be settled by mutual conciliation shall be referred to arbitration to be held in Delhi in the English language in accordance with the arbitration and conciliation act 1996, or any statutory amendments thereof and shall be referred to a sole arbitrator to be appointed by Taggd. Any disputes arising out of this agreement shall be subject to the exclusive jurisdiction of courts at Delhi.

You hereby expressly acknowledge that any breach or threatened breach by you of any of your obligations set forth in this letter and/ or any of Taggd policies may result in significant and continuing injury and irreparable harm to Taggd, the monetary value of which would be impossible to establish. Therefore, you agree that Taggd shall be entitled to injunctive relief in the exclusive jurisdiction of courts at Delhi with respect to such provisions.

The terms of this offer are strictly confidential between you and Taggd and any breach of this confidence will be viewed with utmost seriousness.



Talent Mired - The Job Store Private
Limited Registered Office:
A-10 Infocity Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074273
Email - contact@taggd.in



Acceptance

I, "UJWALA ANIL SONONE D/O Anil Sonone", have read and understood the contents of this employment offer letter and all its exhibits and accept all terms and conditions of this letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Taggd (Talent Hired - The Job Store Private Limited)

I confirm that I am not breaching any terms or provisions of any prior agreements or arrangement by accepting this offer.

Name : UJWALA ANIL SONONE
Signature :
Date : 28/10/23

Note: Please sign on all the pages of the document.

Pre-joining process

In order to smoothen your onboarding process, please ensure to upload all the required documents on the pre-onboarding link that you would have received from talentacquisition@taggd.in. Kindly make sure to fill all the details on the link and upload all the mandatory documents prior to your date of joining.

The following documents would be required to be uploaded, kindly keep them handy

Personal	<ul style="list-style-type: none"> • Softcopy of Pan card • Softcopy of Aadhar card • Softcopy of Voter id/ Driving license • Passport size photographs • Your detailed curriculum vitae/ Resume • Current address proof (ration card/electricity bill/telephone bill/water bill)
Education	<ul style="list-style-type: none"> • Educational certificate/mark sheet copies (mark sheet of all degrees & courses)
Previous Employment (not applicable for freshers/trainees)	<ul style="list-style-type: none"> • Original relieving letter from current employer • Copy of form 16/ tax deduction certificate from the past employer • Last three month's salary slips of the previous organization
Bank Details	<ul style="list-style-type: none"> • Canceled bank cheque of Kotak Bank. • In case you don't have the Kotak bank account kindly click here to open a new salary account within 03 minutes.(Works only on Mobile, You can also email on experience@onebanc.ai should you have any problem.)

Your contact point in HR would be Shruti Guru, you can write at shruti.guru@taggd.in or hr@taggd.in

Talent Hired - The Job Store Private Limited
Registered Office:
A-20 Infinity Sector-34,
Gurgaon, Haryana 122001
T: +91 124 478 2400
F: +91 124 4173742

www.taggd.in
Gurgaon - Bengaluru, Mumbai
CIN No: U74900HR2012PTC074373
Email - contact@taggd.in

Personal and Confidential

Letter of Employment

October 30, 2023

Amruta Sunil Bharwade
Namdev Shedge Path
Akra Maruti Kopara
Shukrawar Peth
Pune Maharashtra-411002

Dear Amruta,

Many Congratulations!

We are delighted to have you onboard as **"Recruitment Associate" (Grade-2)** at Taggd (Talent Hired - The Job Store Private Limited).

Location: **Pune**

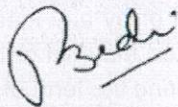
Date of joining: **October 30, 2023**

Your annualized On-target earnings (OTE) will be **3,80,000/- (Three Lakhs Eighty Thousand Only)**. This amount is subject to deduction of tax at source as per the Income Tax act, 1961, including modifications and re-enactments thereof. As a full-time employee, you are also entitled to the exclusive benefits package. The principal features of your compensation and flexi benefits are outlined in Annexure 1 & 2 respectively. Your employment with us will be governed by the terms and conditions mentioned below.

We take this opportunity to congratulate you and wish you a long, rewarding, and enriching career with us. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all our dealings.

We welcome you to our Taggd family!

Warm Regards,



Pallavi Bedi

Associate Vice President – People and Culture

Amruta



Annexure

1. Detailed On-target earnings (OTE) breakup:

Salary components		Monthly (INR)	Annual (INR)
I	Basic	15,000	1,80,000
ii	HRA	6,145	73,742
lii	Flexible benefits plan (FBP)	0	0
iv	Employer contribution to PF	1,800	21,600
v	Employer contribution to ESIC	0	0
vi	Insurance ⁽²⁾	1,000	12,000
vii	Employer contribution to gratuity ⁽³⁾	722	8,658
viii	Monthly bonus ⁽⁴⁾	2,250	27,000
Base gross salary		26,917	3,23,000
Incentive ⁽¹⁾		4,750	57,000
OTE		31,667	3,80,000
1	Incentive amount is based on: 100% Individual Scorecard; payable quarterly along with second month salary on prorated basis. Employee should be on the payroll of the company at the time of incentive payout otherwise incentive would not be payable. All incentives will be governed by the company-wide incentive plan applicable for your role.		
2	Includes Mediclaim for self (spouse and two children covered as added benefit), Personal Accident and Life Coverage for Self. The Coverage is INR 5 lacs for group mediclaim policy, INR 5 Lacs for group accidental policy and INR 15 lacs for group term life insurance policy		
3	Payable as per policy at the time of retirement / separation, after completion of 5 years of employment.		
4	Bonus amount is payable monthly along with the salary. This amount is not linked to performance.		

NOTE:

01. Minimum eligibility for incentive pay-out will vary depending upon the function and role as defined in the company-wide incentive plan applicable to you. The incentive pay-out cycle and calculation criteria may change depending upon the change in role or designation. It will be applicable as per the new role & grade, even if there is no change in overall compensation.
02. Any amendments in the company-wide incentive plan can happen during the year and will supersede the above incentive criteria applicable to you.
03. Base gross salary & OTE are subject to statutory tax deductions
04. As per statutory tax guidelines, professional tax deductions are mandatory in certain states (applicable as per your base location).



05. Your FBP shall include but not be limited to leave travel allowance, child education, professional development, meal card, etc. The amounts specified in these FBPs shall be subject to the mutually decided terms and conditions between you and Taggd
06. For claiming tax benefits in case of the flexi benefits plan you will have to submit supporting (bills) to Taggd in the prescribed format within the timeline stipulated by Taggd. The payments described in the FBP will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law.

2. Flexi benefit plan (FBP)

Salary components of compensation structure	Distribution of compensation*
Leave travel allowance	Max two months basic salary
Children education allowance -- (Limit up to 2 children) - subject to bill submission at the end of the financial year.	Max INR 1200 per child per annum. In case of children staying in hostel, INR 3600 per child per annum is permissible
Professional development allowance -- (Subject to bill submission at the end of the financial year)	Max two months basic salary
Meal card -- (Available in denominations of INR 1000, INR 2000 & INR 3000 per month) (Applicable for all employees subject to opting)	As opted by the employee. Max limit INR 36000 per annum
Client Entertainment Expenses--(G5 and above)	Maximum INR 180,000 per annum
Car Hire--Available for employees who opt for it at G8 and above levels only. Maximum amount that can be parked here is INR 600,000 annually, subject to terms and conditions defined in the car hire policy document	Max amount is INR 600,000 annually.
Mobile Handset Expense -- Applicable for G5 and above	Upto a maximum amount of INR 80,000 per annum
Broadband Expense - Applicable for G5 and above	Upto a maximum amount of INR 1,000 per month
Tablet Expense - Applicable for G5 and above	Upto a maximum amount of INR 80,000 per annum

We constantly aim to provide you the best flexi benefits, hence the various options in flexi benefits are subject to change from time to time. All the FBP components are updated on Alt Worklife, our internal HR system, where you would need to opt-in for the ones that you wish to utilize.

*Benefit subject to FBP amount stated in the compensation structure. Please contact your HR for further clarification.

3. Conditions of hire:

Talent Hired - The Job Store Private
Limited Registered Office:
A-10 Infocity Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

Amruta





Your employment with Taggd will be subjected to the following pre-conditions:

- a) You will submit the relevant documents as mandated by Taggd
- b) You obtain requisite certification or complete mandated assessments which are the basis for offering you employment opportunity with Taggd if any
- c) You obtain a clear discharge and/or relieving letter from your most recent employer (before joining Taggd)
- d) You represent that acceptance of employment with Taggd does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound
- e) Your background verification check (including but not limited to address, academics, employment, criminal, etc.) Conducted by Taggd is cleared; and
- f) You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s), and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed to Taggd before your joining.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity without our prior written consent.

Terms and conditions

1. Service rules

You will be governed by the rules, regulations, and other Taggd policy (together with the "Taggd policy") as applicable, enforced, amended, or altered from time to time during your employment.

Any and all changes in Taggd policy that act in contravention to the terms and conditions herein shall have a superseding effect over the clauses mentioned in this appointment letter.

You will be reporting to the "Manager" in Taggd at the time of joining. However, your services are transferable and can be seconded or deputed by Taggd to any of Taggd locations or locations of Taggd's associate companies/clients in India or abroad. Taggd further reserves the right to transfer your employment to any other Taggd or legal entity, as part of any transfer of undertaking of Taggd or as part of any restructuring or amalgamation or such other plan implemented by Taggd or by which Taggd is bound, on such terms and conditions as applicable to such plan.

2. Probation

You shall be on a probation period of **6 (six) months**. During this period of six months, your performance will be reviewed and if found satisfactory, your appointment will be confirmed automatically on completion of the probation period. This period may also be extended should the circumstances so require. You will be informed in writing in the event of your probation period being extended. It is mandatory for you to complete the induction program and other training like Ethics, Prevention of Sexual harassment, IT security, etc during your probation period.

3. Performance Incentive

The performance incentive is payable based on the company-wide incentive plan applicable to you. Employees who are on the rolls of Taggd on the date of incentive payment are eligible to receive the incentive for that

Talent Hired - The Job Store Private
Limited Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

Amruta





by Taggd in addition to notice base gross salary for the notice period. In the event, separation is initiated by you, Taggd may, at its discretion, relieve you from such date as it may deem fit even before the expiration of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period.

The final decision on the last working day lies with Taggd and you are bound to complete your notice period before leaving the services of Taggd.

You shall be governed by Taggd policies, as applicable or amended from time to time. You should keep yourself abreast of all the applicable Taggd policies & processes.

You shall automatically retire from employment with Taggd on the last day of the month in which you complete Fifty-Eight (58) years of age. It is hereby clarified that Taggd reserves the right to change the retirement age.

8. Termination

Taggd may immediately terminate your services without any compensation or notice thereof if you are in material breach of your responsibilities which breach either (i) is incapable of remedy, or (ii) if capably of remedy, has not been remedied by you for at least **five (05) days** after receipt of notice from Taggd.

The management shall be at liberty to terminate your contract without any notice in the event of insubordination, indiscipline, dishonesty, or negligence of duty, you're being unable to attend to perform your engagement effectively on account of prolonged ill-health, unauthorized absence from engagement.

In the event of your continuous absence for 7 working days or more, without formal request or permission from management for the same, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as a repudiation of the contract of employment by you and not as a termination of the service by Taggd. Upon termination for whatever cause or reason, you shall return all Taggd property including books, papers, and documents whether in hard copy or soft form, entrusted to you during your employment with Taggd. Upon the termination of your employment, you will be entitled to be paid base salary on prorata basis in respect of any holiday accrued and not taken and will repay to Taggd an amount in respect of excess holiday taken over that which was accrued. Taggd may, in its sole discretion, deduct the value of the property not returned by you in the full and final settlement.

During your employment with Taggd, you may be required to undergo some training programs or engage in some process implementation or other skill enhancement activities in India or abroad. It shall be imperative that you pass all the tests and assessments related to training programs that you would be asked to participate. In the event that you fail the tests and assessments pertaining to such training programs, your employment would be terminated with immediate effect.

9. Non-solicitation, non-compete, non-defamation etc.

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of Taggd, have any material interest in any other occupation except with the prior written consent of Taggd.

Other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment, without the prior written consent of Taggd, pursue any full-time or part-time educational





course. In case you are already pursuing or wish to pursue any educational course in the future, written approval from Taggd before joining the employment is mandatory.

You will not at any time during the continuance of your employment, or for twelve (12) months after termination of your employment, without the prior written consent of Taggd:

(a) employ or engage or attempt to employ or engage, induce, solicit or entice away or attempt to induce, solicit or entice away any agent, consultant, employee, officer or worker of Taggd or any of Taggd's associate companies, directly or indirectly make preparations to compete with any business carried on by Taggd or Taggd's associate companies;

(b) induce or attempt to induce any client or customer or supplier of Taggd or any of Taggd's associate companies to cease conducting any business or to reduce the amount of business or adversely to vary the terms upon which any business is conducted with Taggd or any of Taggd's associate companies or to exclude Taggd or any of Taggd's associate companies from new business opportunities in relation to goods or services of a kind normally dealt in by Taggd or any of Taggd's associate companies.

(c) other than in the proper and normal course of your duties, you will not at any time during the continuance of your employment or anytime after the termination of your employment, without the prior written consent of Taggd, do or carry out any act or deed on behalf of Taggd, which you are not expressly authorized to do or carry out in terms of the powers delegated to you by Taggd, from time to time, or as may be required to be carried out by you in accordance with the relevant provisions of the companies act, 1956.

(d) without the prior written consent of Taggd, directly or indirectly, during the term of your employment and for a period of twelve (12) months from the date of termination of your employment, for any reason, directly or indirectly, on your own behalf or in the service or on behalf of others, whether or not for compensation, engage in any business activity, or have any interest in any person, firm, corporation or business, through a subsidiary or parent entity or other entity which is competitive/in direct competition with the then-existing business of Taggd.

(e) you shall not, during the term and twelve (12) months thereafter, market, sell or promote services/software that is substantially similar to the services/software of Taggd. You shall not engage with any competitor of Taggd or any other person for the similar services as being provided to Taggd and its customers, during the tenure of the contract and three years thereafter. However, the restrictions contained in this clause shall not apply to the e-learning platform

(f) you hereby warrant that during the term and for a period of twelve (12) months thereafter, (i) you shall not, directly, or indirectly, solicit for employment or employ any employee, officer, or independent contractor of Taggd who performed any work in connection with the agreement, without prior written approval from Taggd, (ii) you shall not engage with any other person for selling the same or similar product/services as being offered by Taggd. The agreement shall commence and become effective from the effective date and shall continue to be in force for a period of twelve (12) months unless terminated earlier as provided in this agreement ("term"). Upon the termination of this agreement, the parties shall immediately destroy or return to the other party all the confidential information of the other party or copies thereof in its possession and in case of destruction, provide proof to the other party.





not considered the first owner of the intellectual property rights created by you, the copyright and all related rights, title, and interest in all such Taggd intellectual property is irrevocably assigned by you to Taggd in consideration of the employment which constitutes valid and adequate consideration. You hereby waive any right to and agree that you shall not raise any objection or claims under applicable law in respect of ownership of such Taggd intellectual property.

You shall, without charge to, but at the cost and expense of Taggd, execute and do all such acts, matters, documents, and things as may be necessary or reasonably required to obtain patent, design, or other protection for any of the material or improvements or developments of or to the material and to vest title to the intellectual property rights in, or relating to, the material in Taggd (or any such Taggd as directed) absolutely.

During the performance of your duties and responsibilities, you shall not use or infringe any intellectual property or rights of any other person. To the extent permitted by law, you hereby irrevocably and unconditionally waive any and all moral rights conferred by copyright act 1957 or any rights of a similar nature under the laws at present or in the future in force, in any other jurisdiction in and to any and all material developed, such waiver being given in favor of Taggd, its successors in title and assigns.

The provisions of this clause will not be affected by the termination of your employment and will continue even after termination.

17. Taggd property

For efficient discharge of your services, Taggd may provide you with a mobile phone, laptop, etc. subject to Taggd policy. This will be Taggd property which shall be entrusted to you for official purpose only. You will be required to return all Taggd property and documents at any time upon request or in the event of termination of employment. If any letter of authority or power of attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with Taggd.

18. Jurisdiction and governing laws

The parties to this agreement shall make best efforts to settle mutual conciliation any claim, dispute, or controversy ("dispute") arising out of, or in relation to, this agreement including any dispute with respects to the existence or validity hereof, the interpretation hereof, or the breach hereof. All disputes, differences, and/or claims arising out of these presents or as construction, meaning or effect thereof or as to the rights and liabilities of the parties hereunder and which cannot be settled by mutual conciliation shall be referred to arbitration to be held in Delhi in the English language in accordance with the arbitration and conciliation act 1996, or any statutory amendments thereof and shall be referred to a sole arbitrator to be appointed by Taggd. Any disputes arising out of this agreement shall be subject to the exclusive jurisdiction of courts at Delhi.

You hereby expressly acknowledge that any breach or threatened breach by you of any of your obligations set forth in this letter and/ or any of Taggd policies may result in significant and continuing injury and irreparable harm to Taggd, the monetary value of which would be impossible to establish. Therefore, you agree that Taggd shall be entitled to injunctive relief in the exclusive jurisdiction of courts at Delhi with respect to such provisions.

The terms of this offer are strictly confidential between you and Taggd and any breach of this confidence will be viewed with utmost seriousness.

Talent Hired - The Job Store Private
Limited Registered Office:
A-10 Infocity| Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in

Amruta



Acceptance

I, "Amruta Sunil Bharwade D/O Sunil Dnyanoba Bharwade", have read and understood the contents of this employment offer letter and all its exhibits and accept all terms and conditions of this letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Taggd (Talent Hired - The Job Store Private Limited).

I confirm that I am not breaching any terms or provisions of any prior agreements or arrangement by accepting this offer.

Name : Amruta Bharwade

Signature : *Amruta*

Date : 10/31/2023

Note: Please sign on all the pages of the document.

Amruta

Talent Hired - The Job Store Private Limited
Registered Office:
A-10 Infocity|Sector-34,
Gurugram, Haryana 122001
T +91 124 478 2400
F +91 124 4273762

www.taggd.in
Gurugram, Bengaluru, Mumbai CIN No
U74900HR2012PTC074373
Email - contact@taggd.in



109

Offer Letter



Parisha Bajpai <pbajpai@transperfect.com>
to me, HR-India

Wed, Sep 29, 2021, 12:16 PM

Dear Amruta,

We are pleased to offer you a position in TransPerfect Solutions India Private Limited and welcome you as an associate on the following terms and conditions:

1. POSITION

a. You will be employed by the Company in the position of **Junior Reviewer- Breach Services**. Your start date in the position will be **October 6, 2021**.

b. You will report to an assigned Manager of the Company.

2. COMPENSATION

a. Your Annual Cost to Company (inclusive of all allowances) will be **Rs. 240,000/- (Rupees Two Lacs and Forty Thousand Only)**. This will be subject to the prevalent tax deductions and social security contribution applicable. Please refer to the Annexure A attached for your reference.

b. The Company at a future date may revise and restructure the Compensation Package.

3. NATURE OF WORK

During your period of employment, you will be expected to dutifully, diligently and faithfully undertake and discharge such work as may be assigned to you by your superiors

You understand that your work may not be limited only to your assigned job, but may extend to other areas of supervision, control, project management, recruitment, training etc. and the like.

You may be required to undertake travel on Company work as and when required. In case of travel on Company business, you will be governed by the rules applicable to your category of employees as may be in force from time to time

4. PROBATION

a. You will be on probation for a period of three months from the actual date of your joining the Company. This period of probation will be liable to extension(s) as the Management may deem fit in its sole discretion. Unless a confirmation order in writing is given, you will not be deemed to have been made permanent.

b. If your services are found satisfactory during the probation period, you will be confirmed in the present position.

5. TERMINATION OF EMPLOYMENT

a. During the Probation Period your services shall be liable to termination with one month's notice. At the end of the Probation Period your services may be terminated with two months' notice.

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

c. If you fail to carry out any of the obligations or duties required of you under this Agreement including, but not limited to, termination of your services by the Customer or if any of the warranties is breached or when any of your actions or inactions can be prima facie prejudicial to the long term interest of the company, then TransPerfect Solutions India Private Limited, may, notwithstanding anything here in before contained:

i) Terminate this Agreement with immediate effect by notice in writing to you and in such event any moneys paid by the Company to you up to the date of termination shall be deemed to be in full satisfaction and discharge of all claims whatsoever you may have against the Company in respect of the work.

ii) Recover from you any losses or damage suffered by the Company as a consequence of the breach or breaches by you or those emanating as a result of your actions.

d. You may leave the services of the Company at your own will provided you give a prior notice of your intention in writing. The Prior period of Notice shall be based on the criticality of the project you are working on and as informed to you in writing in this behalf but in any event shall not be less than **two months**. You may however leave the service without the required prior notice period as provided by compensating the Company by an amount equivalent to your Cost to Company for the said notice period subject to the approval of manager.

e. Notwithstanding anything contained in this clause, either party may terminate the Agreement, without any notice to the other party, if the other party:

i. becomes insolvent or bankrupt; or

ii. Is subject to any legal proceeding relating to insolvency or the protection of creditors' rights or otherwise ceases to conduct business in the normal course.

f. On cessation/termination of this contract you will immediately return to the Company all documents, records, books, assets, etc., belonging to the Company.

6. WHOLE TIME & EXCLUSIVITY

a. You are to devote your whole time, energies, attention and ability to the affairs of the company.

b. During your employment, you will not involve yourself, either directly or indirectly, in any business activities other than those required of you by the Company.

c. During your employment, you will not seek employment with or in any way do any work (including without limitation as a consultant, advisor or otherwise howsoever), either directly or indirectly, for any competitor of the Company. The word "competitor" shall be construed in the broadest possible sense.

7. CONFIDENTIALITY

- a. Under no circumstances will you disclose to any outsider any information that may come to your knowledge, directly or indirectly, during your employment, relating to the affairs of the company and its customers, and you shall keep all such information strictly confidential.
- b. Information means and includes without limitation all and any data, know-how, formulae, processes, designs, photographs, drawings, specifications, programs, samples, trade secrets, intellectual property and all information of whatever description and any other material bearing or incorporating any information concerning or relating to the Company, its assets, properties, plans, processes, finances, methods, operations, market strategy, marketing & pricing information, customer or consumer databases, pricing or other policies, business and business plans, intellectual property, and also includes all documents, agreements, sales charts, cost projections and analyses, pricing models, financial and tax information, business, marketing and operational projections, plans and opportunities, product information, designs, identification of customers, vendors and suppliers, customer, vendor and distribution lists, business records and other books and records relating to or concerning the Company.

Your emoluments and pay package are also confidential matters between you and the company and shall not be disclosed to anybody and is not a matter of discussion amongst other associates.

8. CUSTODIAN OF PROPERTY

- a. You shall be responsible for the safekeeping and returning in good order all the property of the company such as equipment, reference materials etc. which may be in your possession, custody, care or charge.
- b. The company shall have the right to recover the money value of such properties from your dues and take such other action as it deems fit in the event of your failure to account for properties whether during the course of service or otherwise.

9. INTELLECTUAL PROPERTY

- a. All ideas, inventions, design, software and all other intellectual property that may be developed by you or in the development of which you have played any role while you are in employment of the company will solely and absolutely belong to the company. You shall not be entitled to claim ownership of any rights on the same.
- b. In consideration of your salary, emoluments and other benefits drawn by you so long as you remain an employee of the Company, all your rights, if any, including, without limitation, all rights of creative authorship and other rights whatsoever shall stand assigned to the Company absolutely.

10. WARRANTIES AND REPRESENTATIONS

- a. Employment is offered to you on the basis of information, representations and warranties made and furnished by you to the company, including as to your training, skills, abilities and special knowledge. You hereby warrant and vouch for the accuracy and fidelity of this information.
- b. At any time hereafter, if it is found that the information furnished is false, or any vital information has been concealed from the Company, then your employment is liable to be terminated forthwith without compensation, notice period or salary in lieu thereof

11. RULES & REGULATIONS OF THE COMPANY

- a. You will be bound by rules and regulation of the company as applicable from time to time.

12. CONSEQUENCES OF BREACH OF TERMS

- a. Notwithstanding anything contained in the Clause above, should you contravene or breach any of the foregoing terms and conditions of service, the Company will be entitled to terminate your services forthwith, without compensation, notice period or salary in lieu thereof and without prejudice to other legal rights/remedies available to the company.

13. LEAVES

- a. You will be entitled for leave as per the leave rules of Company.

14. ACCEPTANCE OF OUR OFFER

- a. Please confirm your acceptance of our offer by acknowledging the mail and signing the annexure sheet attached.

Looking forward to a fruitful association, a long relationship and wishing you all the best.

Please treat this as a formal offer from our end.

Regards,
Parisha

Parisha Bajpai
Executive Recruiter
TransPerfect

TransPerfect Solutions India Pvt. Ltd.
7th Floor, Westend Icon,
Near Parihar Chowk, Aundh,
Pune- 411007.

Skype ID- tpt_bajpai

www.transperfect.com

The Leading Provider of Language and Global Business Services



TRANSPERFECT

Annexure A

Particulars	Amount (Rs.)
Basic	3150
DA	6300
HRA	3150
Medical	1250
Conveyance	1000
Professional Development	500
LTA	1500
Bonus	262
Other Allowances	1088
Total	18,200
Employer Contribution to PF	1800
GROSS SALARY Per Month	20,000
GROSS SALARY Per Year	240,000

Group Health Insurance :- Sum insured is Rs. 3 Lacs per family floater. 100% premium sponsored by the Employer, no copay. Insurance provider - The New India Assurance Co. Ltd. Coverage for self, spouse and children upto the age of 25 years.

Group Personal Accident Insurance :- Sum insured is 3 times of CTC. 100% premium sponsored by the Employer for employees, no dependent coverage. Covers accident related leave without pay with a basic calculation from the Insurance Company, with Rs. 5000 max weekly coverage, for a maximum of 100 weeks. 100% sum insured returned in case of death or total permanent disability.

Gratuity:- Is not a CTC component and is paid at the time of exit as per the government rules.



TRANSPERFECT

TRANSPERFECT SOLUTIONS INDIA PRIVATE LIMITED

Westend Icon, 7th Floor
Near Parihar Chowk,
Aundh,
Pune 411007

Pay Slip for October 2021

EmpNo	0994	Payable Days	26		
Name	Amruta Sunil Bharwade	Date of Joining	06-10-2021		
Department	Breach Review	PAN	CEJPB5433B		
Designation	Junior Reviewer - Breach Services	UAN	101736925867		
Bank Name	Account Not Opened				
Bank A/c No	Account Not Opened				
Special Days	Night Shift 0.00				
Attendance	TD 31.00 PD 26.00	LWP 5.00 ADJ. 0.00	LE 0.00		
Earning	Current Month	April-to-date Earnings	Deduction	Current Month	April-to-date Deductions
Basic	2,642.00	2,642.00	Provident Fund	1,510.00	1,510.00
Dearness Allowance	5,284.00	5,284.00	Profession Tax	200.00	200.00
House Rent Allowance	2,642.00	2,642.00	E.S.I.C.	115.00	115.00
Medical Allowance	1,048.00	1,048.00	Company PF Contribution	1,510.00	1,510.00
Conveyance Allowance	839.00	839.00			
Prof Devpt.	419.00	419.00			
Leave Traval Allowance	1,258.00	1,258.00			
Bonus	220.00	220.00			
Other Allowances	913.00	913.00			
Company PF Contribution	1,510.00	1,510.00			
Total	16,775.00	16,775.00		3,335.00	3,335.00
Net Pay : Rs. 13,440.00 <i>Rupees Thirteen Thousand Four Hundred Forty Only.</i>					
*** Many Happy Returns of the day (16th November) ***					

This is a system generated payslip, hence no signature and stamp required.



1000

89

36

May 5th 2023

Dear Raj Singh

Thank you for taking the time for interview for the sales executive position.

I am pleased to inform you that we are offering you the position of Sales executive.

We believe your past experience and strong specific skills will be an asset to the company. Your starting salary will be 3.6lpa with a start date of first week of may.

Please acknowledge your acceptance of the offer by reverting back to this email.

Warm Regards,

Pushparaj Banait

Hiring & Sales Team

8208490314

Krish.infotech0620@gmail.com



Krish Infotech

V-17, Ballal House,
Kothrud, Pune
-411038
Maharashtra, India

20th April 2022

Dear Ms. Pallavi Choughule,

We are very happy to see that the financial year 2021-22 of the company has ended with good results. This could happen only with the sincere and collective efforts of all the employees. Considering your performance as well as that of the company, annual increment has also been granted to you.

Your revised salary package for the year 2022-23 is as below:

The details of revised salary are as under:

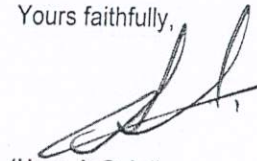
Salary Component	Amount(Rs.) Per Month	Amount(Rs.) Per Annum
Basic Pay	16,500	1,98,000
HRA	5,500	66,000
Conveyance	1,600	19,200
Medical Allowance	1,200	14,400
Leave Travel Allowance	2,700	32,400
Sub Total	27,500	3,30,000
PF(Employer Contribution)	1,800	21,600
Gross Salary	29,300	3,51,600

In addition to the above, the incentive of Rs. 70,000/- on the basis of your performance will be paid in the year 2022-23. The same will be paid as 50% in April and 50% in October if you continue to be in service till the payment of the incentive.

We are sure, with your continued devotion, the performance of your company will scale new heights in days to come.

With best wishes,

Yours faithfully,



(Umesh Salvi)
Managing Director



Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911

38

25

Johnson
Controls



Date: October 21, 2022

Shruti Bhavsar

Mitra Mandal Chowk, Karvenagar

Dear Shruti,

OFFER LETTER

With reference to your application and subsequent interviews you had with us, we are pleased to offer you the position of **Post Graduate Trainee Apprentice** under the Apprentices Act 1961 as per below terms and conditions:

Duration of Training: One Year.

Stipend: INR 29167 per month (INR 350000 per annum).

Benefits:

- Mediclaim: You will be entitled to Mediclaim for self plus 5 dependent family members as per the company policy.
- During the period of your training, you shall be entitled to 21 days leave in accordance with the Leave Rules of the Company currently in force and as they may be modified from time to time.

You are advised to join us by November 01, 2022. Your detailed appointment letter will be issued to you on the day of your joining. This offer is valid for acceptance for a period of 3 working days from the date of issue.

While joining you are requested to produce following documents in original along with Xerox copy of each.

1. Educational Certificates
2. Latest passport size color photograph- 08 nos.
3. School leaving certificate
4. Pancard Copy, Mandatory
5. Aadhar Card, Mandatory
6. Passport Photocopy, if available
7. Cancelled Cheque of existing valid Savings Bank A/C

We would also be undertaking your Background Verification Check. We will share an Application form as consent for conducting the said check and request you to return the completed form.

As a confirmation of your acceptance, please sign one copy of this offer and return it to us. We look forward to having you on board soon.

Johnson Controls (India) Private Limited
Registered Office Address: 3rd Floor, B2 Tower,
Cerebrum IT Park, Kalyani Nagar,
Pune-411014, Maharashtra, India
Tel.: +91 (20) 66067100 Fax: +91 (20) 6606 7102
Website: www.johnsoncontrols.com
CIN: U33130PN1995PTC188911



**Yours sincerely,
For Johnson Controls (India) Private Limited**

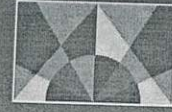
A handwritten signature in cursive script, appearing to read "Dij. n".

Director – Human Resources

For Acceptance: Name and Signature with date

HEALTH INSURANCE

Aditya Birla Health Insurance Co. Limited



ADITYA BIRLA
CAPITAL

PROTECTING INVESTING FINANCING ADVISING

February 09, 2021

Nagpur

Dear Mayur,

Subject: Offer cum Appointment Letter

We take this opportunity to thank you for exploring an opportunity with Aditya Birla Health Insurance Company Ltd. (hereafter referred to as "Company"). On basis of our discussions and understanding we are pleased to appoint you with the Company as "Senior Agency Manager".

The terms and conditions of your appointment are as follows:

1. Your Fixed Pay will be **Rs. 350000/- (Rupees. Three Lakhs Fifty Thousand Only)** per annum. Further, you will be entitled to Benefits as applicable in your grade. The components of your Fixed Pay and details of Benefits are provided in Annexure 'A' and will be governed by Company policies as amended from time to time.
2. In addition to your Fixed Pay above, you will be covered for Sales Incentive Scheme. The payout will be based on your performance and dependent on the parameters that are defined under the Sales Incentive Plan as declared by the Company from time to time.
3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you.
4. Your appointment is subject to you providing all documents and information as set forth under Annexure 'B' to the company.
5. Your date of joining with the Company will be on or before **22-Feb-21**.
6. Your initial place of work will be **Nagpur**. The Company is a part of the Aditya Birla Group and the organizations in the Aditya Birla Group are affiliates of the Company. The Company will have the right to transfer/second you, as the case may be, to any function or business group, any other location within India or overseas, or to its affiliate and subsidiary organizations, at any time in the

Aditya Birla Health Insurance Co. Limited

(T) +91 22 6225 7600, (F) +91 22 6225 7700

care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

Trademark/Logo Aditya Birla Capital logo is owned by Aditya Birla Management Corporation Private Limited and is used by Aditya Birla Health Insurance Co. Limited under licensed user agreement(s).

Registered Office:

R Tech Park, 10th Floor, Nirlon Compound,
Off Western Express Highway, Goregaon
East, Mumbai - 400 063.

CIN: U66000MH2015PLC263677

IRDAI Registration No. 153

HEALTH INSURANCE

Aditya Birla Health Insurance Co. Limited



ADITYA BIRLA CAPITAL

PROTECTING INVESTING FINANCING ADVISING

February 09, 2021
Nagpur

Dear Mayur,

Subject: Offer cum Appointment Letter

We take this opportunity to thank you for exploring an opportunity with Aditya Birla Health Insurance Company Ltd. (hereafter referred to as "Company"). On basis of our discussions and understanding we are pleased to appoint you with the Company as **"Senior Agency Manager"**.

The terms and conditions of your appointment are as follows:

1. Your Fixed Pay will be **Rs. 350000/- (Rupees. Three Lakhs Fifty Thousand Only)** per annum. Further, you will be entitled to Benefits as applicable in your grade. The components of your Fixed Pay and details of Benefits are provided in Annexure 'A' and will be governed by Company policies as amended from time to time.
2. In addition to your Fixed Pay above, you will be covered for Sales Incentive Scheme. The payout will be based on your performance and dependent on the parameters that are defined under the Sales Incentive Plan as declared by the Company from time to time.
3. You will be governed as per Company's Sales Progression Plan, as applicable in your grade and will be communicated to you.
4. Your appointment is subject to you providing all documents and information as set forth under Annexure 'B' to the company.
5. Your date of joining with the Company will be on or before **22-Feb-21**.
6. Your initial place of work will be **Nagpur**. The Company is a part of the Aditya Birla Group and the organizations in the Aditya Birla Group are affiliates of the Company. The Company will have the right to transfer/second you, as the case may be, to any function or business group, any other location within India or overseas, or to its affiliate and subsidiary organizations, at any time in the

Aditya Birla Health Insurance Co. Limited
(T) +91 22 6225 7600, (F) +91 22 6225 7700
care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com
Trademark/Logo Aditya Birla Capital logo is owned by Aditya Birla Management Corporation
Private Limited and is used by Aditya Birla Health Insurance Co. Limited under licensed user
agreement(s).

Registered Office:
R Tech Park, 10th Floor, Nirlon Compound,
Off Western Express Highway, Goregaon
East, Mumbai - 400 063.
CIN: U66000MH2015PLC263677
IRDAI Registration No. 153

future. While on transfer, you will be governed by the rules, regulations and service conditions of that business and location.

7. On joining, your services will be deemed to be under probationary review. Your services will be confirmed on successful completion of Confirmation Goal sheet, as applicable in your grade and will be communicated to you on your joining. Unless your services are confirmed in writing by the Company, you will continue to be on probation. Please refer to Annexure C for further details. Please also note that you may be terminated on the basis of non-performance in your current role as per norms defined in the Company's Sales Progression Plan, as applicable in your grade.
8. Your services may be terminated by either party, giving notice in writing for Fifteen (15) days (during probation period) and Thirty (30) days (post confirmation) or payment of notice pay for the balance period in lieu thereof. The Company reserves the right not to accept notice pay in lieu of notice and enforce completion of full or partial notice period. For the purpose of calculation, notice pay would refer to "Basic Salary" only.
9. The Company reserves the right to terminate your employment immediately without notice, at any time, in case:
 - You are found guilty of misconduct, dishonesty or you fail to observe the Company's Code of Conduct, business, disciplinary and ethical code guidelines and policies.
 - You are absent from the services for a period of Three (3) days (including overstay of sanctioned leave/training) without prior intimation and approval. You will then be deemed to have abandoned employment voluntarily and the provisions of clause 8 above will apply in respect of the notice payable by you.
10. You will retire from the services of the Company on attaining the superannuation age of Sixty (60) years or even earlier if you are not found physically and mentally fit. Your date of birth as recorded at the time of your appointment with the Company will be considered as the authenticated date for all relevant purposes throughout your employment.
11. Your appointment is subject to being certified medically fit by the Company doctor. If you are at any time prevented by ill-health, accident or other urgent necessity from attending office or performing your duties, you shall bring this to the notice of the Management as soon as you possibly can and furnish the Management with all the information relating thereto as it may reasonably require. If called upon, you shall submit yourself to an examination by a qualified registered medical

Aditya Birla Health Insurance Co. Limited

+91 22 6225 7600, (F) +91 22 6225 7700

care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

Correspondence & Registered Office: 10th Floor, R – Tech Park, Nirlon Compound,
Off Western Express Highway, Goregaon (E), Mumbai – 400 063

CIN: U66000MH2015PLC263677



PROTECTING INVESTING FINANCING ADVISING

practitioner appointed or agreed to by the Management and you may be required to produce a certificate of medical fitness before you resume work. Absence from work or disability in performing your duties beyond the period of sick leave to which you are entitled under the rules shall be, at the discretion of the Management, without salary.

12. You will be entitled to leaves and other paid holidays as per Company policy subject to prior approval by your supervisor(s). Accumulation / carry-forward of leave will be governed as per the existing Company policy on the subject.

13. Whilst employed by the Company:

- You will work exclusively for, and in the interest of the Company. You will not engage yourself in any other business/profession (part-time or otherwise) without written permission from the Company.
- You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisors and others authorized by the Company to assign such duties and responsibilities.
- You will maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee. You will be governed under the Company's Code of Conduct. It is your responsibility to read and understand it. If you have any questions, please contact your supervisor or Human Resources representative.
- You may have access to or acquire client information and other business information from the Company or from its employees, clients or customers that is unique and which cannot be lawfully duplicated or easily acquired. You understand and agree that you have a continuing obligation not to use, publish or otherwise disclose either during or after your employment with the Company, any trade secrets, confidential or proprietary information belonging to, or concerning or referring to the Company, or any client or customer of the Company. You acknowledge that should you breach this provision, the Company will suffer immediate and irreparable harm and that money damages will be inadequate relief. Therefore, you agree that should you breach this provision; the Company will be entitled to injunctive relief to enforce this paragraph.
- You confirm that there is no litigation /conviction against you before any Court of law which involves criminal offence or offences involving moral turpitude.

Aditya Birla Health Insurance Co. Limited

+91 22 6225 7600, (F) +91 22 6225 7700

care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

Correspondence & Registered Office: 10th Floor, R – Tech Park, Nirlon Compound,
Off Western Express Highway, Goregaon (E), Mumbai – 400 063

CIN: U66000MH2015PLC263677



**ADITYA BIRLA
CAPITAL**

PROTECTING INVESTING FINANCING ADVISING

- You confirm that you have disclosed fully all of your business interests, whether or not they are similar to or in conflict with the business (es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.
 - At ABHI we believe strongly in leveraging technology to enhance customer experience & thereby increasing sales productivity. As a part of our sales process, we have developed sales tools to achieve the above objective & facilitate you in achievement of your goals. You will need to pre-own or purchase a tablet for the above purpose. In case you do not pre own the same, the Company will provide you with a new tablet, the cost of which will be recovered from you through a process of deduction which will be intimated to you separately.
 - In case of cessation of your employment with the company for reason(s) whatsoever, before the complete deduction of the full recovery amount as mentioned in the above clause, if any amount is still balance and pending, you shall be liable to pay the balance amount left to be deducted on the date of cessation. You will be liable to pay the balance amount to the Company in case the full & final amount falls short in covering the same.
14. During the period of your employment with the Company and Six (6) months thereafter, you agree:
- Not to directly or indirectly induce or solicit any person employed or engaged by the Company or its affiliate companies (whether as an employee, consultant, advisor or in any other manner) to terminate their contractual relationship with the Company; and become an employee of, or directly or indirectly offer services in any form or manner to any other company, person or entity.
 - To keep the Company indemnified in respect of any loss that may be caused to it as a result of breach of this covenant by you.
 - To refrain from directly or indirectly soliciting any customer to remove its business from or reduce its business with the Company or its affiliates.
15. In the event of separation from the services of the Company, you will immediately return all the Company property in your possession to the Company. You will be relieved from services only after a

Aditya Birla Health Insurance Co. Limited

+91 22 6225 7600, (F) +91 22 6225 7700

care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

Correspondence & Registered Office: 10th Floor, R – Tech Park, Nirlon Compound,
Off Western Express Highway, Goregaon (E), Mumbai – 400 063

CIN: U66000MH2015PLC263677



PROTECTING INVESTING FINANCING ADVISING

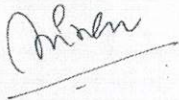
satisfactory handover of responsibilities, settlement of outstanding dues, service of notice period, and clearance from your immediate supervisor.

16. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may, in its sole discretion as it deems fit, revoke or change such policies.
17. The terms of this appointment will be governed by and construed in accordance with the laws of India, and the courts in Mumbai will have jurisdiction in relation to any dispute or difference that may arise under the terms of this employment.
18. The terms of this offer must be kept strictly confidential. You agree not to disclose it to any person and entity except as required by law or legal process and except for disclosure to your attorneys, accountants, and immediate family.
19. This appointment is contingent upon all information, facts and figures provided by you to the Company's representatives at any point in time, being accurate and true. The Company will, at its discretion, conduct background and reference checks as per Company policy. In the event the results of such background and/or reference checks are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time.

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein latest by 15 days of the issuance of the letter else this appointment letter stands automatically withdrawn.

We wish you an enjoyable and rewarding association with Aditya Birla Health Insurance Company Ltd.

Sincerely,



Niren Srivastava
Head - HR & Administration

Agreed & Accepted

Aditya Birla Health Insurance Co. Limited

+91 22 6225 7600, (F) +91 22 6225 7700

care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

Correspondence & Registered Office: 10th Floor, R – Tech Park, Nirlon Compound,
Off Western Express Highway, Goregaon (E), Mumbai – 400 063

CIN: U66000MH2015PLC263677



PROTECTING INVESTING FINANCING ADVISING

Annexure 'A'

Fixed Remuneration	Per Annum (Rs.)	Per Month (Rs.)
Basic Salary	122500	10208
Housing Rent Allowance	49000	4083
Mobile Allowance	12000	1000
Education Allowance	2400	200
Special Allowance	119808	9984
Advance Against Statutory Bonus	16800	1400
Provident Fund (Employer's Contribution)	21600	1800
Gratuity	5892	491
Total	350000	

- The payment of Salary and Benefits will be subject to deduction of Income Tax as per the prevailing Income Tax rates and other statutory deductions, as may be required in accordance with applicable legislation in force from time to time.
- All figures mentioned are annualized value and prorated according based on your date of joining.
- Advance against Statutory Bonus is paid monthly in lieu of Statutory Bonus as per the provisions
- Gratuity is payable as per the provision of applicable Gratuity Act.
- Company reserves the right to amend the Compensation structure as it may deem fit.

Aditya Birla Health Insurance Co. Limited

+91 22 6225 7600, (F) +91 22 6225 7700

care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

Correspondence & Registered Office: 10th Floor, R – Tech Park, Nirlon Compound,
Off Western Express Highway, Goregaon (E), Mumbai – 400 063

CIN: U66000MH2015PLC263677



PROTECTING INVESTING FINANCING ADVISING

Annexure 'B'

Please submit photocopies of the following documents, as applicable, at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

- Copy of Latest Resume
- Copy of Permanent Account No. (PAN)/Copy of PAN application (in case PAN is not available)
- SSC / HSC certificates with Mark-Sheets
- Graduation / post-graduation Degree / Diploma with Mark-Sheets
- Professional Degree / Diploma with mark-sheets
- Proof of Age (Ration Card/ Driving License/ Passport/ Voter's Id/ College ID card/ Bank Pass Book)
- Resignation acceptance letter need to be submitted, if you require time to produce the relieving letter

Note: Relieving Letter is a must and needs to be submitted within 30 days from your date of joining failing which your appointment will stand cancelled.

- Affidavit for Gap in employment (in case the gap is greater than or equal to 6 months)
- Proof of your last drawn Salary with details (Last 3 months salary slip/ Salary Annexure from previous employer/ Bank Statement as a proof of salary credit/ Affidavit for Salary Declaration)
- Four passport Size Colored photographs
- Three professional references (with complete address and telephone number)

On joining you will also be required to furnish the following:

- PF Nomination Form
- Family dependent details
- Any other relevant information that may be required.

Please Note that Submission of all the above-mentioned documents and completion of all the forms given in your joining kit are mandatory. Any non-compliance may result in your joining kit being declared as incomplete, for which you would be solely responsible and thus consequently delay/impact:

- The generation of Employee Code and Salary pay-out
- Your coverage under mediclaim, Group Protection Cover, etc.
- Settlement of claims etc., were they to come up

Your present and permanent addresses, as mentioned in your application form, are recorded in Company's record. You are required to inform the Company about any change in your address and telephone numbers.

Aditya Birla Health Insurance Co. Limited

+91 22 6225 7600, (F) +91 22 6225 7700

care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

Correspondence & Registered Office: 10th Floor, R – Tech Park, Nirlon Compound,
Off Western Express Highway, Goregaon (E), Mumbai – 400 063

CIN: U66000MH2015PLC263677



PROTECTING INVESTING FINANCING ADVISING

Annexure C

Confirmation Goal Sheet

On your joining, you will be governed by ABHI FLS Goal sheet, and your confirmation would be as per following performance norms

6 Months Norm	Evaluation Period	On Achievement
<ul style="list-style-type: none">30% of Gross Premium as per ABHI FLS Goal Sheet and 18 coded Advisors	6 months	Confirmation in the services of the company

Please note the below:

- 1) Annual goal sheet targets will be governed by the Sales Progression scheme as designed & communicated by the Company from time to time.
- 2) In case you fail to achieve the confirmation norms as defined above; you will be given two more months to achieve the communicated goals, with extension of probation period. Failure in achieving the targets as communicated will lead to termination of your services effective the last date of applicable evaluation period.

I hereby accept the above mentioned terms and conditions

Employee Signature.

Aditya Birla Health Insurance Co. Limited

+91 22 6225 7600, (F) +91 22 6225 7700

care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com

Correspondence & Registered Office: 10th Floor, R – Tech Park, Nirlon Compound,
Off Western Express Highway, Goregaon (E), Mumbai – 400 063

CIN: U66000MH2015PLC263677



PROTECTING INVESTING FINANCING ADVISING



Aditya Birla Health Insurance Company Limited
 R Tech Park, 10th Floor, Nirlon Compound, Off Western Express Highway,
 Goregaon East, Mumbai - 400063. CIN - U66000MH2015PLC263677

Pay Slip for the month of Dec 2021
 All amounts in INR

Employee Code: 549016	Location : NAGPUR
Emp Name : Mayur Tikaram Javade	IFSC Code : HDFC0001248
Department : AGENCY SALES	Bank A/c No. : 50100251709979 (HDFC BANK LTD)
Gender : Male	Cost Center : Aditya Birla Health Insurance Company Limited
DOB : 07 May 1996	PAN : BFIPJ6625L
DOJ: 01 Mar 2021 Payable Days: 31.0 LWP: 0.0	PF No. :
Arrear Day(s): 1.0	PF UAN. : 100764902723

Earnings				Deductions		
Description	Rate	Monthly	Arrear	Total	Description	Amount
BASIC SALARY	10208.00	10208.00	340.00	10548.00	PF	1860.00
HOUSE RENT ALLOW	4083.00	4083.00	136.00	4219.00	PROF. TAX	200.00
SPECIAL ALLOWANCE	9984.00	9984.00	333.00	10317.00	GMC PREMIUM	176.00
EDUCATION ALLOWANCE	200.00	200.00	7.00	207.00		
STATUTORY ADVANCE BONUS	1400.00	1400.00	47.00	1447.00		
INCENTIVE		900.00	0.00	900.00		
MOBILE ALLOWANCE	1000.00	1000.00	33.00	1033.00		
GROSS EARNINGS	26875.00	27775.00	896.00	28671.00	GROSS DEDUCTIONS	2236.00

Net Pay : 26435.00 (TWENTY SIX THOUSAND FOUR HUNDRED THIRTY FIVE ONLY)

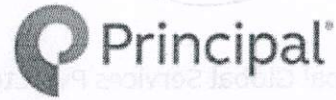
Income Tax Worksheet for the Period April 2021 - March 2022

*You have opted for Old Tax Regime

Description	Gross	Exempt	Taxable	Deduction Under Chapter VI-A		Taxable HRA Calculation (Non-Metro)	
BASIC SALARY	122496.00	0.00	122496.00	Investments u/s 80C		Rent Paid	0.00
HOUSE RENT ALLOW	48996.00	0.00	48996.00	Provident Fund	21600.00	From: 01/04/2021	
SPECIAL ALLOWANCE	119808.00	0.00	119808.00			To: 31/03/2022	
EDUCATION ALLOWANCE	2400.00	0.00	2400.00			1. Actual HRA	48996.00
STATUTORY ADVANCE BONUS	16800.00	0.00	16800.00			2. 40% or 50% of Basic	48998.00
INCENTIVE	1900.00	0.00	1900.00			3. Rent - 10% Basic	0.00
MOBILE ALLOWANCE	12000.00	0.00	12000.00			Least of above is exempt	0.00
						Taxable HRA	40996.00
Gross	324400.00	0.00	324400.00	Total Investments u/s 80C	21600.00	TDS Deducted Monthly	Amount
Tax Working				80D	176.00	Month	0.00
Standard Deduction			50000.00	U/S 80C	21600.00	April-2021	0.00
Previous Employer Taxable Income			0.00	Total Ded Under Chapter VI-A	21776.00	May-2021	0.00
Previous Employer Professional Tax			0			Tax Deducted on Perq.	0.00
Professional Tax			2500			Total	0.00
Under Chapter VI-A			21776.00				
Any Other Income			0.00				
Taxable Income			250124.00				
Total Tax			6.00				
Tax Rebate u/s 87a			6.00				
Surcharge			0.00				
Tax Due			0.00				
Health and Education Cess			0.00				
Net Tax			0.00				
Tax Deducted (Previous Employer)			0.00				
Tax Deducted on Perq.			0.00				
Tax Deducted on Any Other Income.			0.00				
Tax Deducted Till Date			0.00				
Tax to be Deducted			0.00				
Tax per month			0.00				
Tax on Non-Recurring Earnings			0.00				
Tax Deduction for this month			0.00				
			0.00	Total Any Other Income			

Disclaimer: This is a system generated payslip, does not require any signature.

Principal Global Services Pvt. Ltd.,
(A Member Company of Principal Financial Group, USA)
Tower 16, Cybercity, Magarpatta City,
Hadapsar, Pune - 411013, India
Tel.: +91 020 6621 4000
<http://www.principal.com>



40
69

January 13, 2022

Shubhangi Birajdar

P.M.C colony shastrinagar chawl no 7 room no 48 kothrud pune 411038
Pune, MH 411038

Dear Shubhangi,

We are pleased to extend you an offer to join Principal Global Services Private Limited ("Company"), a Principal Financial Group Company. The Principal Financial Group is a fortune 500 Company and we are glad you will be contributing to our on going success. We have a great deal of challenging work ahead and each of the leaders you have interacted with recognizes your ability to contribute to our endeavors.

Following are the terms of the offer:

Appointment

You shall be designated as Trainee Analyst of the Company. In this role, you shall be based at our Pune facility and if required you, may be asked to provide services to any of its associated companies within or outside India. Your appointment is subject to successfully completion of current degree, awarded in the current academic year without any standing backlogs, accuracy of your testimonials and information provided by you, you are being free from any contractual restrictions preventing you from accepting the offer and starting work from the aforesaid date and positive reference check of the antecedents provided by you.

This appointment letter is valid upon joining the Company on or before January 20, 2022 after which it shall stand revoked. Following are the details of your employment.

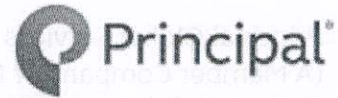
1. Remuneration

Designation	Trainee - Analyst
Title	Trainee - Process Specialist
Tier	T01
Total CTC (cost to company)	₹350,000.00/ANNUAL

Your Fixed Compensation will be ₹318,182.00 In addition, you will also be eligible for a qualifying discretionary target variable pay of ₹31,818.00 for the period January to December on pro-rata basis.

Registered Office: Tower 16, Cybercity, Magarpatta City, Hadapsar, Pune - 411013, India
CIN: U64120PN2005PTC129516

Principal Global Services Pvt. Ltd.,
(A Member Company of Principal Financial Group, USA)
Tower 16, Cybercity, Magarpatta City,
Hadapsar, Pune - 411013, India
Tel.: +91 020 6621 4000
<http://www.principal.com>



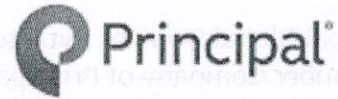
5. You may be required to invest additional hours of work when necessitated by business.

5. Code of Conduct:

1. You shall at all the times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
2. In order to generate 'mutual respect', you should respect all individual irrespective of their caste, age, sex, level etc.
3. You shall honor and comply with all rules and regulations of the Company and statutory requirements, in letter and spirit.
4. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the Company. This information includes and is not limited to trade secrets, technical processes, and finances, information relating to suppliers, employees, agents, distributors and customers.
5. You shall not, during your employment or at any time there after, directly or indirectly divulge, disclose, make known, communicate use, disclose to any persons, firm, company or concerns Company's secret, proprietary and/or confidential or any other information which you may acquire receive or obtain in relation to the Company's affairs or to the working of any process or any invention which is carried on or used by the Company or any other matter which may come to your knowledge in the course of or by the reason of your employment with the Company except for the sole benefit of the Company. Provided that, in the event and to the extent it is required by law, you shall, prior to disclosing the same to the appropriate authorities, give the company sufficient days prior notice of the same to the extent possible. This restriction does not apply to information available in public domain.
6. You shall not take copies of confidential documents or information for your own purposes, and forthwith upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
7. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone other than your Manager and appropriate HR personnel. Failing to which strict action can be taken by the company.
8. You shall not engage in any business as principal/ agent or otherwise. Meaning thereby, you will not indulge into dual employment while employed with the Company.

Registered Office: Tower 16, Cybercity, Magarpatta City, Hadapsar, Pune - 411013, India
CIN: U64120PN2005PTC129516

Principal Global Services Pvt. Ltd.,
(A Member Company of Principal Financial Group, USA)
Tower 16, Cybercity, Magarpatta City,
Hadapsar, Pune - 411013, India
Tel.: +91 020 6621 4000
<http://www.principal.com>



7. Termination of Employment:

For initial three (3) months either the Company or an employee may at any time terminate the employment agreement by giving thirty (30) days' notice or if acceptable to the BU Head, a sum equal to the amount or prorated amount of gross salary which would have accrued to the employee during the period of notice. Post completion of three (3) months either the Company or an employee may at any time terminate the employment agreement by giving ninety (90) days' notice or if acceptable to the BU Head, a sum equal to the amount or prorated amount of gross salary which would have accrued to the employee during the period of notice. You shall retire from the employment of the Company on your 60th birthday.

Your employment with the Company may be terminated at any time without cause upon giving you notice as per your employment agreement or compensating for said period by gross salary in lieu thereof. This provision will not apply in cases of termination for cause (as determined by the Company), death or long term disability, or during your probationary period.

We welcome you and wish you every success in your career with Principal Global Services Private Limited, a promising venture that will provide you a challenging and a rewarding professional environment with ample opportunities for career development. We look forward to your long association with Principal Global Services.

You are requested to join us on or before January 20, 2022. Please do not hesitate to connect with us for any clarifications.

Yours Sincerely,
Principal Global Services Private Limited.

Manish Tripathi
Associate Director - Talent Acquisition

I accept the offer on stipulated terms & conditions and shall
join duty on or before _____

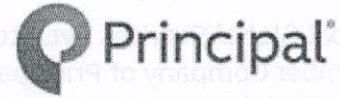
(DD/MM/YYYY)

Name _____

Signature _____

Registered Office: Tower 16, Cybercity, Magarpatta City, Hadapsar, Pune - 411013, India
CIN: U64120PN2005PTC129516

Principal Global Services Pvt. Ltd.,
(A Member Company of Principal Financial Group, USA)
Tower 16, Cybercity, Magarpatta City,
Hadapsar, Pune - 411013, India
Tel.: +91 020 6621 4000
<http://www.principal.com>



Note:

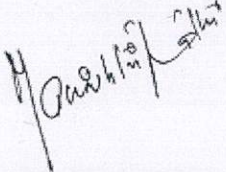
1. Gratuity is payable on separation after completion of continuous service of period 2 years as per the Company's Gratuity Scheme and Payment of Gratuity Act.
2. Gross Salary definition: Sum of Basic Salary, HRA and Flexible benefit.
3. All applicable taxes would be deducted at source.
4. Employee and his/her dependents will be covered as per company policy under Group Medclaim Insurance (Dependents – Spouse, 2 children and parents/Parents in law)
5. Free pick up and drop facility.

On the day of joining you are requested to carry along the originals and copies of following document.

HR will verify self-attested copies and return the original to you.

1. Copy of your relieving letter from your most recent employer.
2. Copy of experience letter from all your previous employers, if any.
3. Documentation supporting your Educational Qualification (Graduation onwards).
4. Proof of CTC (Copy of offer letter or increment letter of the previous employer).
5. Photocopy of your passport, PAN card and Aadhar card.
6. Three color copies of recent photographs.
7. Proof of current residential address.
8. Blood Group Report.

For Principal Global Services Pvt. Ltd.


Manish Tripathi
Associate Director - Talent Acquisition

I agree to terms and conditions

Signature _____

Name SHUBHANGI BIRAJDAR

Date(DD/MM/YYYY) 19/01/2022

Confidential

Registered Office: Tower 16, Cybercity, Magarpatta City, Hadapsar, Pune - 411013, India
CIN: U64120PN2005PTC129516

PGS TRANSPORT GUIDELINES

1. Update your home address in HR database. Ensure geocode is marked correctly, else get in touch with transport helpdesk and get it rectified.
2. Employee will travel only on / by scheduled route / cab. Change of route / cab is not permitted.
3. Employees must be present at pickup point prior to scheduled pickup time. Cab would proceed after the waiting period of 3 minutes.
4. Swipe your card both during boarding and alighting from the cab. This is must.
5. Employees are not allowed to stop the cabs on the way, e.g.: at ATM centers, malls, medicals etc.
6. Pick-up and drop will be done as per employee residential address updated in HR database.
7. In case of change of address, pickup from new address would be provided after 24 hours of updating in HCM (Human Capital Management) System
8. Transport helpdesk (PGS Transport) will act as a single point of contact for attending employee grievances, regarding inadequate transport arrangements, cab problems & driver behavior.
9. No unauthorized personnel will be allowed to travel in the cab.
10. Smoking and consuming alcohol is not allowed in the cab.
11. Rostered employee not availing Company transport for two days consecutively without updating in app/URL, will not be rostered again for Company transport, until his/her vertical head sends an approval mail to resume transport.
12. If employee violates any Transport Policy, F&A team will inform concern Function Head through email & necessary action will be taken against such employee.
13. Female employee travelling between 21:00 hrs. to 7:00 hrs. will be provided security guard OR male employee will be clubbed in the cab.
14. All employees traveling on their own after 9.00 pm are requested to inform their leaders.
15. Incase employee wants a drop at hospital/ clinic etc. (especially in case of expecting female, emergencies) PGS Transport would require consent of respective leader.
16. To avail extended drop facility (20:30, 21:30, 23:45 hrs) employees will need to raise request through mobile app or URL and the cut off time for the same will be 90 minutes prior to drop time.

Download the app from the following location:

Android: <https://play.google.com/store/apps/details?id=in.mtap.iincube.safetrax.commuter>

IOS: <https://itunes.apple.com/us/app/safetrax-commuter/id1131270561?mt=8>

URL: pgs.safetrax.in

Transport Help Desk Contact No: 020-66206339 / 020-66205046 (Pune)

9823714179 (Hyd)

020-66235005 (Pune GSOC 24/7)

ICICI Securities

PRIVATE AND CONFIDENTIAL

CJ24162956

June 02, 2023

Hrshikesh Prashant Joshi

S No 34/14 Flat No 1

A wing Bhairavnath Vihar

Mohan Nagar Dhankawadi, MAHARASHTRA

Dear Hrshikesh,

On behalf of ICICI Securities Limited, we take great pleasure in making you an offer to be part of team I-Sec.

Please find enclosed:

• **Our formal Joining Offer cum Appointment Letter**

• Components of Remuneration – It has details on all the components of remuneration.

Please quote your reference number, which is appearing at the top of this letter for all future correspondence.

In case you have any further queries feel free to contact at below mentioned number and address:

Address : HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

E-Mail Address : shailaja.tirkey@icicisecurities.com

Telephone (Direct) : -

Yours sincerely,

For ICICI Securities Ltd

Shailaja Roshan Tirkey

Regional Manager - Human Resources

ICICI Securities Limited
Registered Office (Institutional):
ICICI Venture House, Appasaheb Marathe Marg,
Prabhadevi, Mumbai - 400 025, India.
Tel 022 - 6807 7100

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C, Turbhe,
Navi Mumbai - 400 706
Tel (91 22) 40 70 1000
Fax (91 22) 40 70 1022



Name of Compliance Officer (Broking Operations): Mr. Anoop Goyal
Email Address: complianceofficer@icicisecurities.com / (91 22) 4070 1000
Website Address: www.icicisecurities.com/www.icicidirect.com



PRIVATE AND CONFIDENTIAL

CJ24162956

June 02, 2023

Hrishikesh Prashant Joshi
Navi Mumbai

Dear Hrishikesh,

We are pleased to make you an offer of appointment at grade "E" in ICICI Securities Limited (hereinafter referred to as the "Company"). Your job title will be "Equity Relationship Manager". You will be placed in "Equity Product Group" Department and "Online Activation Group" Function at Navi Mumbai. The following are the terms and conditions of the appointment.

Commencement/Term:

1. You shall be required to join the Company on or before June 12, 2023.
2. Your appointment is subject to you successfully completing your Post Graduation in Management Course. You are required to submit the copy of certificate latest by November 2023. Failure on your part to submit the required document may initiate appropriate action including termination of your services.
3. You will be on probation for a period of six months or such extended period as may be decided by the Company and would be confirmed basis you meeting up the criteria set by the company from time to time. Please note that this offer of employment is subject to the successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time.
4. You will be informed about your confirmation in the services of the Company in writing.
5. On confirmation, employee would retire from the service on attaining the age of 58 years.

Remuneration:

6. Your Basic Salary will be Rs. 110,216/- (Rupees One Lakh Ten Thousand Two Hundred Sixteen Only) per annum.

Allowances:



7. Your House Rent Allowance will be Rs. 55,108/- (Rupees Fifty Five Thousand One Hundred Eight Only) per annum.

8. You shall be entitled to Leave Travel Assistance of Rs. 22,962/- (Rupees Twenty Two Thousand Nine Hundred Sixty Two Only) per annum.

9. You shall be entitled to Supplementary Allowance of Rs. 105,018/- (Rupees One Lakh Five Thousand Eighteen Only) per annum.

Benefits:

In addition to the above, you shall be entitled to the following:-

10. Comprehensive Medclaim as per company policy for you will be up to Rs. 4 Lacs per annum or as may be adopted by the Company for its employees from time to time. Once you successfully complete the probation period your immediate family members will be entitled for this benefit. Your immediate family includes yourself, your spouse and 2 dependent children up to the age of 25 years.

11. Personal Accident Insurance coverage as may be adopted by the Company for its employees from time to time for permanent disablement or death due to accidents.

12. Life Insurance Cover as per company policy in case of untimely demise while in the service.

Note : The coverage mentioned above under each policy will be subject to you meeting all the insurance company's policies and insurance/underwriting requirements. Until confirmation by the insurance company that you have fulfilled these requirements, the sum insured will be at the insurance company's discretion.

13. Retirement Benefits of the company in accordance with the statutory requirements and/or, as per Company policy.

•Employer's Contribution towards Provident Fund of Rs. 21,600/- (Twenty One Thousand Six Hundred Only) per annum.

•Contribution towards Gratuity Fund of Rs 9,181/- (Rupees Nine Thousand One Hundred Eighty One Only) per annum. Pls note, Gratuity amount is payable after completion of 5 years continuous service.



14. Maternity benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by I Sec. Details of such benefits offered to employees and eligibility criteria for availing such benefits are notified by I Sec under "Employee Benefit Policies" available on the intranet, which will be accessible upon joining I Sec.

Variable Pay:

15. You will participate in the Company's Performance Bonus Plan. The pay-out depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed bonus. The Performance Bonus awarded to you in any year will have no bearing to your previous year's performance bonus. Please note that the Variable Pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.

For FY 24, you will be covered under the variable pay plan of the Company and the performance bonus (if any) will be prorated subject to your date of joining.

Further, the peak rate of bonus will be 35% of fixed pay (without retirals) subject to Company policy/variable pay rate approved by the Committee/Board.

Other Terms and Conditions of Service:

16. **Professional Ethics & Confidentiality:** While you are in the employment of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, into the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to the Company and to promote the interests of the Company and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) outside the Company. It is a condition of your employment that you maintain the confidentiality of any and all proprietary information of which you gain knowledge or possession as a result of your employment with the Company. You must not disclose such proprietary information to any person. The term, 'proprietary information' shall mean all Company information whether in oral, written, diskette, graphic or machine readable form, including but not limited to all non-public lists of customers, agents, general agents, intermediaries, prices, business plans, strategic plans, reserves or other non-public financial information, customer base, manuals, designs, procedures, formulas, discoveries, inventions, improvements, concepts, ideas, future plans and budgets, unannounced organizational or staffing changes, financial analyses, competitive analyses,



management information, technical data and market studies. This obligation of confidentiality continues after your employment terminates. Further, complete confidentiality of all employment and compensation details is expected to be maintained by you during your period of employment with the Company.

17. IT Security Practice & Procedures: While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by the Company.

18. Transfer: The Company shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

19. Notice Period And Termination of Employment: During the probation period, your services would be liable to be terminated by the Company without assigning any reason and by giving seven days notice or notice pay of seven days in lieu thereof. During the probation period, if you decide to leave the Company's services, you will be required to give and serve Forty five days' notice period or on payment of an amount equivalent to Forty Five days' gross salary in lieu of the notice period or on a prorate basis for the notice period not served. In such cases the company reserves the right of recovering expenses such as relocation expenses (if any), etc., from your full & final settlement.

After confirmation, your services would be liable to be terminated by the Company, by giving Ninety days' notice or on payment of an amount equivalent to Ninety days' gross salary in lieu of the notice period. In case of termination consequent to any disciplinary action or loss of confidence under clauses mentioned in the Code of Conduct & Business ethics, the company would not be liable to give any notice or any notice pay thereof. In case you decide to leave the Company's services, you will be required to give and serve Ninety days' notice or on payment of an amount equivalent to Ninety days' gross salary in lieu of the notice period or on a prorate basis for the notice period not served..

Further, the company shall be entitled in its sole discretion, to accept your resignation (either during probation period or after confirmation), either with immediate effect or with effect from any date prior to the last day of the notice period .

20. Gross Misconduct: Gross misconduct would amount to cause for your immediate dismissal without notice or payment in lieu of notice. Examples of gross misconduct include, but are not limited to:

- Non-compliance with all applicable laws and regulations in the conduct of business for and on behalf of the Company;
- If it is found that any incorrect information furnished by you during the interview or while you are employed with the company such as (this is an indicative list and not an exhaustive one) :
 - i. Suppression of any material information by you.



- ii. Mismatch in your previous employment data even for a day.
- iii. Mismatch in your previous pay slip.
- iv. Fake qualification certificates .

- Theft, misappropriation or willful destruction of Company property;
- Refusal or failure to comply with a reasonable instruction given by your supervisor;
- Willful insubordination or disobedience of any lawful and reasonable order of a superior.
- A finding that you are guilty of a criminal offence by a court of competent jurisdiction;
- Your bankruptcy or insolvency;
- Sexual harassment or intimidation of employees;
- Behavior which is either physically or verbally threatening or degrading to others;
- Violation of Code of Conduct & Business Ethics;
- Breach of any of the terms and conditions set out herein and any manual containing the Company's policies and procedures.
- You shall be deemed to have resigned in case you are absent from work or extended your stay after the end of the granted leave without authorization or acceptable excuses, for the period of 15 consecutive days.

Upon termination of your employment, you will return any items belonging to or relating to the Company. These include but are not limited to keys, diaries, business cards, files and all other items of a professional nature, which were acquired or created during your employment, including computer software and applications.

21. You shall not for a period of one year from cessation of your service, solicit or employ any director, officer or employee of any constituent of the ICICI Group in any activity, vocation, profession, employment, consultancy, service, occupation or business that you undertake or in any manner, cause any director, officer or employee of any constituent of the ICICI Group to be solicited or employed by any person or enterprise with whom you may be associated in any capacity.

22. General: You agree to authorize "ICICI Securities Limited" and the appointed agencies to verify information provided in your resume and / or the applicant Information sheet submitted for employment purposes and to conduct any further enquiries as may be necessary. You also agree to authorize all who may have relevant information pertaining to this enquiry to disclose the same.

As per the Insider Trading Policy of the Company, you and your immediate relatives are required to trade in Securities only through ICICI Securities and not through any other trading member. Accordingly, please ensure that you comply with the above requirement from the date of your joining.



A declaration confirming the above would be required to be signed by you on your date of joining.

For the above purpose, the following persons are defined as Immediate Relatives:

- Your spouse
- Any of the following who is either dependent financially on you or consults you in taking decisions relating to trading in Securities
- your parents, siblings and your children
- your spouse's parents, siblings and children

23. You will be bound by the Rules and Regulations of the Company. It is your responsibility to read and abide by the Company's policies, procedures, Rules of Conduct and Corporate Policies amended from time to time during your employment. You are required and expected to read and understand all of the above and to strictly adhere to the same. The terms and conditions as laid down in any of the above manuals, handbooks, policies, rules and procedures may be amended by the Company at its discretion from time to time and will be binding upon you. You shall not sign any contracts or enter into any binding agreements, which are outside your defined authority limits on behalf of the Company. You may be authorized from time to time to enter into contracts incidental to the running of the office with the prior written approval of the Company. You shall not pledge the Company's credit and/or make any representations on behalf of the Company unless you are specifically authorized in that regard.

24. You hereby agree that you would not be acting as a life insurance agent or an insurance broker of any Life / General insurance company or of any corporate agent (other than an employee of ICICI Securities Ltd.) of such insurance company.

25. The terms of your employment may be amended at any time. This contract of Employment shall be interpreted and governed by the laws of India.

26. Any notice, consent, request or other communication made or given in connection with this letter shall be in writing and shall be deemed to have been duly given when delivered or mailed by registered or certified mail (return receipt requested) or by facsimile or by hand delivery or overnight courier, to those listed below at their following respective addresses or at such other address as each may specify by notice to the others:



To Employer: HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

To Employee S No 34/14 Flat No 1
A wing Bhairavnath Vihar
Mohan Nagar Dhankawadi, MAHARASHTRA

It will be your responsibility to keep us notified of any changes in your residential/correspondence address in the event that you do not wish to receive the notices at the address stated above.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period, the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,
For ICICI Securities Ltd

Amol Nagare
Zonal HR Manager - Human Resources

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of candidate



REMUNERATION DETAILS		
NAME	Hrshikesh Prashant Joshi	
JOB TITLE	Equity Relationship Manager	
GRADE	E	
Components	Monthly	Annually
Basic	9,184	110,216
HRA	4,592	55,108
Leave Travel Assistance	1,913	22,962
Supplementary Allowance	8,751	105,018
Retiral Benefits		
Employer's Contribution to PF	1,800	21,600
Total Fixed Pay	26,242	314,904
*Gratuity	765	9,181
Total Pay	27,007	324,085
** Gratuity is payable after completion of 5 years of continuous service.		

PRIVATE AND CONFIDENTIAL

150649

July 28, 2023

Sai Vijay Bhagwat

Vdarka Niwas, Opp.

Vivekanand Ashram, Sudhir

Colony, Akola, MAHARASHTRA

Dear Sai,

On behalf of ICICI Securities Limited, we take great pleasure in making you an offer to be part of team I-Sec.

Please find enclosed:

- Our formal Joining Offer cum Appointment Letter
- Components of Remuneration – It has details on all the components of remuneration.

Please quote your reference number, which is appearing at the top of this letter for all future correspondence.

In case you have any further queries feel free to contact at below mentioned number and address:

Address : HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

E-Mail Address : shailaja.tirkey@icicisecurities.com

Telephone (Direct) : -

Yours sincerely,

For **ICICI Securities Ltd**

Shailaja Roshan Tirkey

Regional Manager - Human Resources

ICICI Securities Limited
Registered Office (Institutional):
ICICI Venture House, Appasaheb Marathe Marg,
Prabhadevi, Mumbai - 400 025, India.
Tel 022 - 6807 7100

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C, Turbhe,
Navi Mumbai - 400 706
Tel (91 22) 40 70 1000
Fax (91 22) 40 70 1022



Name of Compliance Officer (Broking Operations): Mr. Anoop Goyal
Email Address: complianceofficer@icicisecurities.com / (91 22) 4070 1000
Website Address: www.icicisecurities.com/www.icicidirect.com



PRIVATE AND CONFIDENTIAL

150649

July 28, 2023

Sai Vijay Bhagwat
Navi Mumbai

Dear Sai,

We are pleased to make you an offer of appointment at grade "E" in ICICI Securities Limited (hereinafter referred to as the "Company"). Your job title will be "Management Trainee". You will be placed in "Equity Product Group" Department and "Online Activation Group" Function at Navi Mumbai.

The following are the terms and conditions of the appointment.

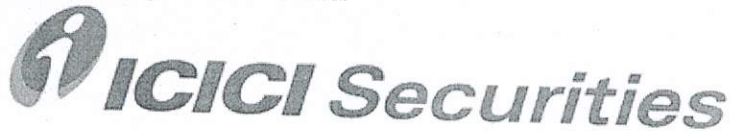
Commencement/Term:

1. You shall be required to join the Company on or before August 28, 2023.
2. Your appointment is subject to you successfully completing your Post Graduation in Management Course. You are required to submit the copy of certificate latest by November 2023. Failure on your part to submit the required document may initiate appropriate action including termination of your services.
3. You will be on probation for a period of six months or such extended period as may be decided by the Company and would be confirmed basis you meeting up the criteria set by the company from time to time. Please note that this offer of employment is subject to the successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time.
4. You will be informed about your confirmation in the services of the Company in writing.
5. On confirmation, employee would retire from the service on attaining the age of 58 years.

Remuneration:

6. Your Basic Salary will be Rs. 110,216/- (Rupees One Lakh Ten Thousand Two Hundred Sixteen Only) per annum.

Allowances:



7. Your House Rent Allowance will be Rs. 55,108/- (Rupees Fifty Five Thousand One Hundred Eight Only) per annum.

8. You shall be entitled to Leave Travel Assistance of Rs. 22,962/- (Rupees Twenty Two Thousand Nine Hundred Sixty Two Only) per annum.

9. You shall be entitled to Supplementary Allowance of Rs. 105,018/- (Rupees One Lakh Five Thousand Eighteen Only) per annum.

Benefits:

In addition to the above, you shall be entitled to the following:-

10. Comprehensive Medclaim as per company policy for you will be up to Rs. 4 Lacs per annum or as may be adopted by the Company for its employees from time to time. Once you successfully complete the probation period your immediate family members will be entitled for this benefit. Your immediate family includes yourself, your spouse and 2 dependent children up to the age of 25 years.

11. Personal Accident Insurance coverage as may be adopted by the Company for its employees from time to time for permanent disablement or death due to accidents.

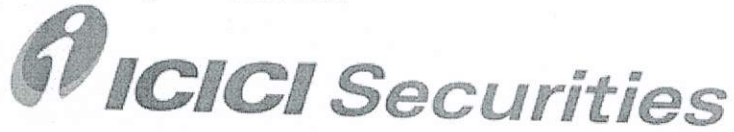
12. Life Insurance Cover as per company policy in case of untimely demise while in the service.

Note : The coverage mentioned above under each policy will be subject to you meeting all the insurance company's policies and insurance/underwriting requirements. Until confirmation by the insurance company that you have fulfilled these requirements, the sum insured will be at the insurance company's discretion.

13. Retirement Benefits of the company in accordance with the statutory requirements and/or, as per Company policy.

•Employer's Contribution towards Provident Fund of Rs. 21,600/- (Twenty One Thousand Six Hundred Only) per annum.

•Contribution towards Gratuity Fund of Rs 9,181/- (Rupees Nine Thousand One Hundred Eighty One Only) per annum. Pls note, Gratuity amount is payable after completion of 5 years continuous service.



14. Maternity benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by I Sec. Details of such benefits offered to employees and eligibility criteria for availing such benefits are notified by I Sec under "Employee Benefit Policies" available on the intranet, which will be accessible upon joining I Sec.

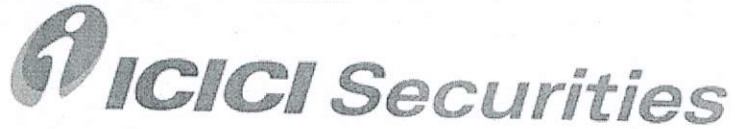
Variable Pay:

15. You will participate in the Company's Performance Bonus Plan. The pay-out depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. The Performance Bonus awarded to you in any year will have no bearing to your previous year's performance bonus. Please note that the Variable Pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein. Further, the peak rate of bonus will be 35% of fixed pay (without retirals) subject to Company policy/variable pay rate approved by the Committee/Board. You will be eligible for coverage under Variable Pay (bonus) from FY 24 provided your date of joining is on or before December 31, 2023. The performance bonus (if any) will be prorated subject to your date of joining.

Please note that there is no minimum and/or guaranteed variable pay.

Other Terms and Conditions of Service:

16. **Professional Ethics & Confidentiality:** While you are in the employment of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, into the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to the Company and to promote the interests of the Company and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) outside the Company. It is a condition of your employment that you maintain the confidentiality of any and all proprietary information of which you gain knowledge or possession as a result of your employment with the Company. You must not disclose such proprietary information to any person. The term, 'proprietary information' shall mean all Company information whether in oral, written, diskette, graphic or machine readable form, including but not limited to all non-public lists of customers, agents, general agents, intermediaries, prices, business plans, strategic plans, reserves or other non-public financial information, customer base, manuals, designs, procedures, formulas, discoveries, inventions, improvements, concepts, ideas, future plans and budgets, unannounced organizational or staffing changes, financial analyses, competitive analyses, management information, technical data and market studies. This obligation of confidentiality continues after your employment terminates. Further, complete confidentiality of all employment and compensation



details is expected to be maintained by you during your period of employment with the Company. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) with any external agencies, press etc. outside the Company or with your colleagues. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Company.

- Please note that during the course of your services with the Company you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Company.
- Please note that while joining the services of the Company and during the course of your services with the Company, you would be required to notify the Company immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Company.
- The Company expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Company would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Company, you will not take part in any demonstration/agitation against the Company and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Company leading to initiation of appropriate action.

17. IT Security Practice & Procedures: While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by the Company. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

18. Transfer: The Company shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

19. Notice Period And Termination of Employment: During the probation period, your services would be liable to be terminated by the Company without assigning any reason and by giving seven days



notice or notice pay of seven days in lieu thereof. During the probation period, if you decide to leave the Company's services, you will be required to give and serve Forty five days' notice period or on payment of an amount equivalent to Forty Five days' gross salary in lieu of the notice period or on a prorate basis for the notice period not served. In such cases the company reserves the right of recovering expenses such as relocation expenses (if any), etc., from your full & final settlement.

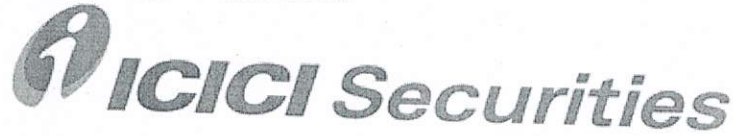
After confirmation, your services would be liable to be terminated by the Company, by giving Ninety days' notice or on payment of an amount equivalent to Ninety days' gross salary in lieu of the notice period. In case of termination consequent to any disciplinary action or loss of confidence under clauses mentioned in the Code of Conduct & Business ethics, the company would not be liable to give any notice or any notice pay thereof. In case you decide to leave the Company's services, you will be required to give and serve Ninety days' notice or on payment of an amount equivalent to Ninety days' gross salary in lieu of the notice period or on a prorate basis for the notice period not served..

Further, the company shall be entitled in its sole discretion, to accept your resignation (either during probation period or after confirmation), either with immediate effect or with effect from any date prior to the last day of the notice period .

On cessation of your employment, you will return any items belonging to or relating to the Company. These include but are not limited to keys, diaries, business cards, files and all other items of a professional nature, which were acquired or created during your employment, including computer software and applications.

20. Gross Misconduct: Gross misconduct would amount to cause for your immediate dismissal without notice or payment in lieu of notice. Examples of gross misconduct include, but are not limited to:

- Non-compliance with all applicable laws and regulations in the conduct of business for and on behalf of the Company;
- If it is found that any incorrect information furnished by you during the interview or while you are employed with the company such as (this is an indicative list and not an exhaustive one) :
 - i. Suppression of any material information by you.
 - ii. Mismatch in your previous employment data even for a day.
 - iii. Mismatch in your previous pay slip.
 - iv. Fake qualification certificates .
- Theft, misappropriation or willful destruction of Company property;
- Refusal or failure to comply with a reasonable instruction given by your supervisor;



- Willful insubordination or disobedience of any lawful and reasonable order of a superior.
- A finding that you are guilty of a criminal offence by a court of competent jurisdiction;
- Your bankruptcy or insolvency;
- Sexual harassment or intimidation of employees;
- Behavior which is either physically or verbally threatening or degrading to others;
- Violation of Code of Conduct & Business Ethics;
- Breach of any of the terms and conditions set out herein and any manual containing the Company's policies and procedures.
- You shall be deemed to have resigned in case you are absent from work or extended your stay after the end of the granted leave without authorization or acceptable excuses, for the period of 15 consecutive days.

Upon termination of your employment, you will return any items belonging to or relating to the Company. These include but are not limited to keys, diaries, business cards, files and all other items of a professional nature, which were acquired or created during your employment, including computer software and applications.

21. You shall not for a period of one year from cessation of your service, solicit or employ any director, officer or employee of any constituent of the ICICI Group in any activity, vocation, profession, employment, consultancy, service, occupation or business that you undertake or in any manner, cause any director, officer or employee of any constituent of the ICICI Group to be solicited or employed by any person or enterprise with whom you may be associated in any capacity. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Company.

22. **General:** You agree to authorize "ICICI Securities Limited" and the appointed agencies to verify information provided in your resume and / or the applicant Information sheet submitted for employment purposes and to conduct any further enquiries as may be necessary. You also agree to authorize all who may have relevant information pertaining to this enquiry to disclose the same.

Your appointment and continuation in employment are subject to reference checks, complete / full and correct disclosure of material information, qualifications and past employment details and successful completion of your course - graduation/postgraduation and submission certificates / marksheets at the time of joining, as the case may be.

As per the Insider Trading Policy of the Company, you and your immediate relatives are required to trade in Securities only through ICICI Securities and not through any other trading member. Accordingly, please ensure that you comply with the above requirement from the date of your joining.



A declaration confirming the above would be required to be signed by you on your date of joining.

For the above purpose, the following persons are defined as Immediate Relatives:

- Your spouse
- Any of the following who is either dependent financially on you or consults you in taking decisions relating to trading in Securities
- your parents, siblings and your children
- your spouse's parents, siblings and children

23. You will be bound by the Rules and Regulations of the Company. It is your responsibility to read and abide by the Company's policies, procedures, Rules of Conduct and Corporate Policies amended from time to time during your employment. You are required and expected to read and understand all of the above and to strictly adhere to the same. The terms and conditions as laid down in any of the above manuals, handbooks, policies, rules and procedures may be amended by the Company at its discretion from time to time and will be binding upon you. You shall not sign any contracts or enter into any binding agreements, which are outside your defined authority limits on behalf of the Company. You may be authorized from time to time to enter into contracts incidental to the running of the office with the prior written approval of the Company. You shall not pledge the Company's credit and/or make any representations on behalf of the Company unless you are specifically authorized in that regard.

24. You hereby agree that you would not be acting as a life insurance agent or an insurance broker of any Life / General insurance company or of any corporate agent (other than an employee of ICICI Securities Ltd.) of such insurance company.

25. The terms of your employment may be amended at any time. This contract of Employment shall be interpreted and governed by the laws of India.

26. Any notice, consent, request or other communication made or given in connection with this letter shall be in writing and shall be deemed to have been duly given when delivered or mailed by registered or certified mail (return receipt requested) or by facsimile or by hand delivery or overnight courier, to those listed below at their following respective addresses or at such other address as each may specify by notice to the others:



To Employer:

HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

To Employee

Vdarka Niwas, Opp.
Vivekanand Ashram, Sudhir
Colony, Akola, MAHARASHTRA

It will be your responsibility to keep us notified of any changes in your residential/correspondence address in the event that you do not wish to receive the notices at the address stated above.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period, the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

For **ICICI Securities Ltd**

Amol Nagare

Zonal HR Manager - Human Resources

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of candidate



REMUNERATION DETAILS		
NAME	Sai Vijay Bhagwat	
JOB TITLE	Management Trainee	
GRADE	E	
Components	Monthly	Annually
Basic	9,184	110,216
HRA	4,592	55,108
Leave Travel Assistance	1,913	22,962
Supplementary Allowance	8,751	105,018
Retiral Benefits		
Employer's Contribution to PF	1,800	21,600
Total Fixed Pay	26,242	314,904
*Gratuity	765	9,181
Total Pay	27,007	324,085
** Gratuity is payable after completion of 5 years of continuous service.		



PRIVATE AND CONFIDENTIAL

CJ24162957

June 02, 2023

Vedang Milind Kulkarni

Sr No. 163 Shastri Nagar

Sangam Chowk Near

Amrale Deary Kothrud, MAHARASHTRA

Dear Vedang,

On behalf of ICICI Securities Limited, we take great pleasure in making you an offer to be part of team I-Sec.

Please find enclosed:

- Our formal Joining Offer cum Appointment Letter
- Components of Remuneration – It has details on all the components of remuneration.

Please quote your reference number, which is appearing at the top of this letter for all future correspondence.

In case you have any further queries feel free to contact at below mentioned number and address:

Address : HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

E-Mail Address : shailaja.tirkey@icicisecurities.com

Telephone (Direct) : -

Yours sincerely,

For ICICI Securities Ltd

Shailaja Roshan Tirkey

Regional Manager - Human Resources

ICICI Securities Limited
Registered Office (Institutional):
ICICI Venture House, Appasaheb Marathe Marg,
Prabhadevi, Mumbai - 400 025, India.
Tel 022 - 6807 7100

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C, Turbhe,
Navi Mumbai - 400 706
Tel (91 22) 40 70 1000
Fax (91 22) 40 70 1022



Name of Compliance Officer (Broking Operations): Mr. Anoop Goyal
Email Address: complianceofficer@icicisecurities.com / (91 22) 4070 1000
Website Address: www.icicisecurities.com/www.icicidirect.com



PRIVATE AND CONFIDENTIAL

CJ24162957

June 02, 2023

Vedang Milind Kulkarni
Navi Mumbai

Dear Vedang,

We are pleased to make you an offer of appointment at grade "E" in ICICI Securities Limited (hereinafter referred to as the "Company"). Your job title will be "Equity Relationship Manager". You will be placed in "Equity Product Group" Department and "Online Activation Group" Function at Navi Mumbai.

The following are the terms and conditions of the appointment.

Commencement/Term:

1. You shall be required to join the Company on or before June 12, 2023.
2. Your appointment is subject to you successfully completing your Post Graduation in Management Course. You are required to submit the copy of certificate latest by November 2023. Failure on your part to submit the required document may initiate appropriate action including termination of your services.
3. You will be on probation for a period of six months or such extended period as may be decided by the Company and would be confirmed basis you meeting up the criteria set by the company from time to time. Please note that this offer of employment is subject to the successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time.
4. You will be informed about your confirmation in the services of the Company in writing.
5. On confirmation, employee would retire from the service on attaining the age of 58 years.

Remuneration:

6. Your Basic Salary will be Rs. 110,216/- (Rupees One Lakh Ten Thousand Two Hundred Sixteen Only) per annum.

Allowances:



REMUNERATION DETAILS		
NAME	Vedang Milind Kulkarni	
JOB TITLE	Equity Relationship Manager	
GRADE	E	
Components	Monthly	Annually
Basic	9,184	110,216
HRA	4,592	55,108
Leave Travel Assistance	1,913	22,962
Supplementary Allowance	8,751	105,018
Retiral Benefits		
Employer's Contribution to PF	1,800	21,600
Total Fixed Pay	26,242	314,904
*Gratuity	765	9,181
Total Pay	27,007	324,085
** Gratuity is payable after completion of 5 years of continuous service.		



PRIVATE AND CONFIDENTIAL

CJ24162957

June 02, 2023

Vedang Milind Kulkarni
Sr No. 163 Shastri Nagar
Sangam Chowk Near
Amrale Deary Kothrud, MAHARASHTRA

Dear Vedang,

On behalf of ICICI Securities Limited, we take great pleasure in making you an offer to be part of team I-Sec.

Please find enclosed:

- Our formal Joining Offer cum Appointment Letter
- Components of Remuneration – It has details on all the components of remuneration.

Please quote your reference number, which is appearing at the top of this letter for all future correspondence.

In case you have any further queries feel free to contact at below mentioned number and address:

Address : HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

E-Mail Address : shailaja.tirkey@icicisecurities.com

Telephone (Direct) : -

Yours sincerely,

For ICICI Securities Ltd

Shailaja Roshan Tirkey
Regional Manager - Human Resources

ICICI Securities Limited
Registered Office (Institutional):
ICICI Venture House, Appasaheb Marathe Marg,
Prabhadevi, Mumbai - 400 025, India.
Tel 022 - 6807 7100

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C, Turbhe,
Navi Mumbai - 400 706
Tel (91 22) 40 70 1000
Fax (91 22) 40 70 1022



Name of Compliance Officer (Broking Operations): Mr. Anoop Goyal
Email Address: complianceofficer@icicisecurities.com / (91 22) 4070 1000
Website Address: www.icicisecurities.com/www.icicidirect.com



PRIVATE AND CONFIDENTIAL

CJ24162957

June 02, 2023

Vedang Milind Kulkarni

Navi Mumbai

Dear Vedang,

We are pleased to make you an offer of appointment at grade "E" in ICICI Securities Limited (hereinafter referred to as the "Company"). Your job title will be "Equity Relationship Manager". You will be placed in "Equity Product Group" Department and "Online Activation Group" Function at Navi Mumbai.

The following are the terms and conditions of the appointment.

Commencement/Term:

1. You shall be required to join the Company on or before June 12, 2023.
2. Your appointment is subject to you successfully completing your Post Graduation in Management Course. You are required to submit the copy of certificate latest by November 2023. Failure on your part to submit the required document may initiate appropriate action including termination of your services.
3. You will be on probation for a period of six months or such extended period as may be decided by the Company and would be confirmed basis you meeting up the criteria set by the company from time to time. Please note that this offer of employment is subject to the successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time.
4. You will be informed about your confirmation in the services of the Company in writing.
5. On confirmation, employee would retire from the service on attaining the age of 58 years.

Remuneration:

6. Your Basic Salary will be Rs. 110,216/- (Rupees One Lakh Ten Thousand Two Hundred Sixteen Only) per annum.

Allowances:



7. Your House Rent Allowance will be Rs. 55,108/- (Rupees Fifty Five Thousand One Hundred Eight Only) per annum.

8. You shall be entitled to Leave Travel Assistance of Rs. 22,962/- (Rupees Twenty Two Thousand Nine Hundred Sixty Two Only) per annum.

9. You shall be entitled to Supplementary Allowance of Rs. 105,018/- (Rupees One Lakh Five Thousand Eighteen Only) per annum.

Benefits:

In addition to the above, you shall be entitled to the following:-

10. Comprehensive Mediclaim as per company policy for you will be up to Rs. 4 Lacs per annum or as may be adopted by the Company for its employees from time to time. Once you successfully complete the probation period your immediate family members will be entitled for this benefit. Your immediate family includes yourself, your spouse and 2 dependent children up to the age of 25 years.

11. Personal Accident Insurance coverage as may be adopted by the Company for its employees from time to time for permanent disablement or death due to accidents.

12. Life Insurance Cover as per company policy in case of untimely demise while in the service.

Note : The coverage mentioned above under each policy will be subject to you meeting all the insurance company's policies and insurance/underwriting requirements. Until confirmation by the insurance company that you have fulfilled these requirements, the sum insured will be at the insurance company's discretion.

13. Retirement Benefits of the company in accordance with the statutory requirements and/or, as per Company policy.

•Employer's Contribution towards Provident Fund of Rs. 21,600/- (Twenty One Thousand Six Hundred Only) per annum.

•Contribution towards Gratuity Fund of Rs 9,181/- (Rupees Nine Thousand One Hundred Eighty One Only) per annum. Pls note, Gratuity amount is payable after completion of 5 years continuous service.



14. Maternity benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by I Sec. Details of such benefits offered to employees and eligibility criteria for availing such benefits are notified by I Sec under "Employee Benefit Policies" available on the intranet, which will be accessible upon joining I Sec.

Variable Pay:

15. You will participate in the Company's Performance Bonus Plan. The pay-out depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed bonus. The Performance Bonus awarded to you in any year will have no bearing to your previous year's performance bonus. Please note that the Variable Pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.

For FY 24, you will be covered under the variable pay plan of the Company and the performance bonus (if any) will be prorated subject to your date of joining.

Further, the peak rate of bonus will be 35% of fixed pay (without retirals) subject to Company policy/variable pay rate approved by the Committee/Board.

Other Terms and Conditions of Service:

16. **Professional Ethics & Confidentiality:** While you are in the employment of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, into the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to the Company and to promote the interests of the Company and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) outside the Company. It is a condition of your employment that you maintain the confidentiality of any and all proprietary information of which you gain knowledge or possession as a result of your employment with the Company. You must not disclose such proprietary information to any person. The term, 'proprietary information' shall mean all Company information whether in oral, written, diskette, graphic or machine readable form, including but not limited to all non-public lists of customers, agents, general agents, intermediaries, prices, business plans, strategic plans, reserves or other non-public financial information, customer base, manuals, designs, procedures, formulas, discoveries, inventions, improvements, concepts, ideas, future plans and budgets, unannounced organizational or staffing changes, financial analyses, competitive analyses,



management information, technical data and market studies. This obligation of confidentiality continues after your employment terminates. Further, complete confidentiality of all employment and compensation details is expected to be maintained by you during your period of employment with the Company.

17. IT Security Practice & Procedures: While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by the Company.

18. Transfer: The Company shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

19. Notice Period And Termination of Employment: During the probation period, your services would be liable to be terminated by the Company without assigning any reason and by giving seven days notice or notice pay of seven days in lieu thereof. During the probation period, if you decide to leave the Company's services, you will be required to give and serve Forty five days' notice period or on payment of an amount equivalent to Forty Five days' gross salary in lieu of the notice period or on a prorate basis for the notice period not served. In such cases the company reserves the right of recovering expenses such as relocation expenses (if any), etc., from your full & final settlement.

After confirmation, your services would be liable to be terminated by the Company, by giving Ninety days' notice or on payment of an amount equivalent to Ninety days' gross salary in lieu of the notice period. In case of termination consequent to any disciplinary action or loss of confidence under clauses mentioned in the Code of Conduct & Business ethics, the company would not be liable to give any notice or any notice pay thereof. In case you decide to leave the Company's services, you will be required to give and serve Ninety days' notice or on payment of an amount equivalent to Ninety days' gross salary in lieu of the notice period or on a prorate basis for the notice period not served..

Further, the company shall be entitled in its sole discretion, to accept your resignation (either during probation period or after confirmation), either with immediate effect or with effect from any date prior to the last day of the notice period .

20. Gross Misconduct: Gross misconduct would amount to cause for your immediate dismissal without notice or payment in lieu of notice. Examples of gross misconduct include, but are not limited to:

- Non-compliance with all applicable laws and regulations in the conduct of business for and on behalf of the Company;

- If it is found that any incorrect information furnished by you during the interview or while you are employed with the company such as (this is an indicative list and not an exhaustive one) :

- i. Suppression of any material information by you.



- ii. Mismatch in your previous employment data even for a day.
- iii. Mismatch in your previous pay slip.
- iv. Fake qualification certificates .

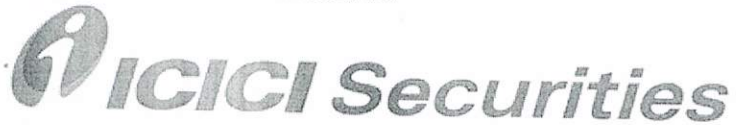
- Theft, misappropriation or willful destruction of Company property;
- Refusal or failure to comply with a reasonable instruction given by your supervisor;
- Willful insubordination or disobedience of any lawful and reasonable order of a superior.
- A finding that you are guilty of a criminal offence by a court of competent jurisdiction;
- Your bankruptcy or insolvency;
- Sexual harassment or intimidation of employees;
- Behavior which is either physically or verbally threatening or degrading to others;
- Violation of Code of Conduct & Business Ethics;
- Breach of any of the terms and conditions set out herein and any manual containing the Company's policies and procedures.
- You shall be deemed to have resigned in case you are absent from work or extended your stay after the end of the granted leave without authorization or acceptable excuses, for the period of 15 consecutive days.

Upon termination of your employment, you will return any items belonging to or relating to the Company. These include but are not limited to keys, diaries, business cards, files and all other items of a professional nature, which were acquired or created during your employment, including computer software and applications.

21. You shall not for a period of one year from cessation of your service, solicit or employ any director, officer or employee of any constituent of the ICICI Group in any activity, vocation, profession, employment, consultancy, service, occupation or business that you undertake or in any manner, cause any director, officer or employee of any constituent of the ICICI Group to be solicited or employed by any person or enterprise with whom you may be associated in any capacity.

22. General: You agree to authorize "ICICI Securities Limited" and the appointed agencies to verify information provided in your resume and / or the applicant Information sheet submitted for employment purposes and to conduct any further enquiries as may be necessary. You also agree to authorize all who may have relevant information pertaining to this enquiry to disclose the same.

As per the Insider Trading Policy of the Company, you and your immediate relatives are required to trade in Securities only through ICICI Securities and not through any other trading member. Accordingly, please ensure that you comply with the above requirement from the date of your joining.



A declaration confirming the above would be required to be signed by you on your date of joining.

For the above purpose, the following persons are defined as Immediate Relatives:

- Your spouse
- Any of the following who is either dependent financially on you or consults you in taking decisions relating to trading in Securities
- your parents, siblings and your children
- your spouse's parents, siblings and children

23. You will be bound by the Rules and Regulations of the Company. It is your responsibility to read and abide by the Company's policies, procedures, Rules of Conduct and Corporate Policies amended from time to time during your employment. You are required and expected to read and understand all of the above and to strictly adhere to the same. The terms and conditions as laid down in any of the above manuals, handbooks, policies, rules and procedures may be amended by the Company at its discretion from time to time and will be binding upon you. You shall not sign any contracts or enter into any binding agreements, which are outside your defined authority limits on behalf of the Company. You may be authorized from time to time to enter into contracts incidental to the running of the office with the prior written approval of the Company. You shall not pledge the Company's credit and/or make any representations on behalf of the Company unless you are specifically authorized in that regard.

24. You hereby agree that you would not be acting as a life insurance agent or an insurance broker of any Life / General insurance company or of any corporate agent (other than an employee of ICICI Securities Ltd.) of such insurance company.

25. The terms of your employment may be amended at any time. This contract of Employment shall be interpreted and governed by the laws of India.

26. Any notice, consent, request or other communication made or given in connection with this letter shall be in writing and shall be deemed to have been duly given when delivered or mailed by registered or certified mail (return receipt requested) or by facsimile or by hand delivery or overnight courier, to those listed below at their following respective addresses or at such other address as each may specify by notice to the others:



To Employer: HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

To Employee Sr No. 163 Shastri Nagar
Sangam Chowk Near
Amrale Deary Kothrud, MAHARASHTRA

It will be your responsibility to keep us notified of any changes in your residential/correspondence address in the event that you do not wish to receive the notices at the address stated above.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period, the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,
For ICICI Securities Ltd

Amol Nagare
Zonal HR Manager - Human Resources

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of candidate



REMUNERATION DETAILS		
NAME	Vedang Milind Kulkarni	
JOB TITLE	Equity Relationship Manager	
GRADE	E	
Components	Monthly	Annually
Basic	9,184	110,216
HRA	4,592	55,108
Leave Travel Assistance	1,913	22,962
Supplementary Allowance	8,751	105,018
Retiral Benefits		
Employer's Contribution to PF	1,800	21,600
Total Fixed Pay	26,242	314,904
*Gratuity	765	9,181
Total Pay	27,007	324,085
** Gratuity is payable after completion of 5 years of continuous service.		



PRIVATE AND CONFIDENTIAL

CJ24161066

June 02, 2023

Omkar Vilas Hire

Near Mama Mungi Karayalay

7 Jyoti Kiran HSG SOC

Gangapur road Marchai, MAHARASHTRA

Dear Omkar,

On behalf of ICICI Securities Limited, we take great pleasure in making you an offer to be part of team I-Sec.

Please find enclosed:

- Our formal Joining Offer cum Appointment Letter
- Components of Remuneration – It has details on all the components of remuneration.

Please quote your reference number, which is appearing at the top of this letter for all future correspondence.

In case you have any further queries feel free to contact at below mentioned number and address:

Address : HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

E-Mail Address : shailaja.tirkey@icicisecurities.com

Telephone (Direct) : -

Yours sincerely,

For **ICICI Securities Ltd**

Shailaja Roshan Tirkey

Regional Manager - Human Resources

ICICI Securities Limited
Registered Office (Institutional):
ICICI Venture House, Appasaheb Marathe Marg,
Prabhadevi, Mumbai - 400 025, India.
Tel 022 - 6807 7100

Corporate Office (Retail):
Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C, Turbhe,
Navi Mumbai - 400 706
Tel (91 22) 40 70 1000
Fax (91 22) 40 70 1022

Name of Compliance Officer (Broking Operations): Mr. Anoop Goyal
Email Address: complianceofficer@icicisecurities.com / (91 22) 4070 1000
Website Address: www.icicisecurities.com/www.icicidirect.com





PRIVATE AND CONFIDENTIAL

CJ24161066

June 02, 2023

Omkar Vilas Hire

Navi Mumbai

Dear Omkar,

We are pleased to make you an offer of appointment at grade "E" in ICICI Securities Limited (hereinafter referred to as the "Company"). Your job title will be "Equity Relationship Manager". You will be placed in "Equity Product Group" Department and "Online Activation Group" Function at Navi Mumbai.

The following are the terms and conditions of the appointment.

Commencement/Term:

1. You shall be required to join the Company on or before June 12, 2023.
2. Your appointment is subject to you successfully completing your Post Graduation in Management Course. You are required to submit the copy of certificate latest by November 2023. Failure on your part to submit the required document may initiate appropriate action including termination of your services.
3. You will be on probation for a period of six months or such extended period as may be decided by the Company and would be confirmed basis you meeting up the criteria set by the company from time to time. Please note that this offer of employment is subject to the successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time.
4. You will be informed about your confirmation in the services of the Company in writing.
5. On confirmation, employee would retire from the service on attaining the age of 58 years.

Remuneration:

6. Your Basic Salary will be Rs. 110,216/- (Rupees One Lakh Ten Thousand Two Hundred Sixteen Only) per annum.

Allowances:



REMUNERATION DETAILS		
NAME	Omkar Vilas Hire	
JOB TITLE	Equity Relationship Manager	
GRADE	E	
Components	Monthly	Annually
Basic	9,184	110,216
HRA	4,592	55,108
Leave Travel Assistance	1,913	22,962
Supplementary Allowance	8,751	105,018
Retiral Benefits		
Employer's Contribution to PF	1,800	21,600
Total Fixed Pay	26,242	314,904
*Gratuity	765	9,181
Total Pay	27,007	324,085
** Gratuity is payable after completion of 5 years of continuous service.		



PRIVATE AND CONFIDENTIAL

CJ24161066

June 02, 2023

Omkar Vilas Hire

Near Mama Mungi Karayalay

7 Jyoti Kiran HSG SOC

Gangapur road Marchai, MAHARASHTRA

Dear Omkar,

On behalf of ICICI Securities Limited, we take great pleasure in making you an offer to be part of team I-Sec.

Please find enclosed:

- Our formal Joining Offer cum Appointment Letter
- Components of Remuneration – It has details on all the components of remuneration.

Please quote your reference number, which is appearing at the top of this letter for all future correspondence.

In case you have any further queries feel free to contact at below mentioned number and address:

Address : HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

E-Mail Address : shailaja.tirkey@icicisecurities.com

Telephone (Direct) : -

Yours sincerely,

For ICICI Securities Ltd

Shailaja Roshan Tirkey

Regional Manager - Human Resources

ICICI Securities Limited

Registered Office (Institutional):

**ICICI Venture House, Appasaheb Marathe Marg,
Prabhadevi, Mumbai - 400 025, India.**

Tel 022 - 6807 7100

Corporate Office (Retail):

**Shree Sawan Knowledge Park, Plot No. D-507,
T.T.C. Ind. Area, M.I.D.C, Turbhe,**

Navi Mumbai - 400 706

Tel (91 22) 40 70 1000

Fax (91 22) 40 70 1022

Name of Compliance Officer (Broking Operations): Mr. Anoop Goyal

Email Address: complianceofficer@icicisecurities.com / (91 22) 4070 1000

Website Address: www.icicisecurities.com/www.icicidirect.com





PRIVATE AND CONFIDENTIAL

CJ24161066

June 02, 2023

Omkar Vilas Hire

Navi Mumbai

Dear Omkar,

We are pleased to make you an offer of appointment at grade "E" in ICICI Securities Limited (hereinafter referred to as the "Company"). Your job title will be "Equity Relationship Manager". You will be placed in "Equity Product Group" Department and "Online Activation Group" Function at Navi Mumbai.

The following are the terms and conditions of the appointment.

Commencement/Term:

1. You shall be required to join the Company on or before June 12, 2023.
2. Your appointment is subject to you successfully completing your Post Graduation in Management Course. You are required to submit the copy of certificate latest by November 2023. Failure on your part to submit the required document may initiate appropriate action including termination of your services.
3. You will be on probation for a period of six months or such extended period as may be decided by the Company and would be confirmed basis you meeting up the criteria set by the company from time to time. Please note that this offer of employment is subject to the successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time.
4. You will be informed about your confirmation in the services of the Company in writing.
5. On confirmation, employee would retire from the service on attaining the age of 58 years.

Remuneration:

6. Your Basic Salary will be Rs. 110,216/- (Rupees One Lakh Ten Thousand Two Hundred Sixteen Only) per annum.

Allowances:



7. Your House Rent Allowance will be Rs. 55,108/- (Rupees Fifty Five Thousand One Hundred Eight Only) per annum.

8. You shall be entitled to Leave Travel Assistance of Rs. 22,962/- (Rupees Twenty Two Thousand Nine Hundred Sixty Two Only) per annum.

9. You shall be entitled to Supplementary Allowance of Rs. 105,018/- (Rupees One Lakh Five Thousand Eighteen Only) per annum.

Benefits:

In addition to the above, you shall be entitled to the following:-

10. Comprehensive Medclaim as per company policy for you will be up to Rs. 4 Lacs per annum or as may be adopted by the Company for its employees from time to time. Once you successfully complete the probation period your immediate family members will be entitled for this benefit. Your immediate family includes yourself, your spouse and 2 dependent children up to the age of 25 years.

11. Personal Accident Insurance coverage as may be adopted by the Company for its employees from time to time for permanent disablement or death due to accidents.

12. Life Insurance Cover as per company policy in case of untimely demise while in the service.

Note : The coverage mentioned above under each policy will be subject to you meeting all the insurance company's policies and insurance/underwriting requirements. Until confirmation by the insurance company that you have fulfilled these requirements, the sum insured will be at the insurance company's discretion.

13. Retirement Benefits of the company in accordance with the statutory requirements and/or, as per Company policy.

•Employer's Contribution towards Provident Fund of Rs. 21,600/- (Twenty One Thousand Six Hundred Only) per annum.

•Contribution towards Gratuity Fund of Rs 9,181/- (Rupees Nine Thousand One Hundred Eighty One Only) per annum. Pls note, Gratuity amount is payable after completion of 5 years continuous service.



14. Maternity benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by I Sec. Details of such benefits offered to employees and eligibility criteria for availing such benefits are notified by I Sec under "Employee Benefit Policies" available on the intranet, which will be accessible upon joining I Sec.

Variable Pay:

15. You will participate in the Company's Performance Bonus Plan. The pay-out depends on the Company's performance, your strategic business unit (SBU) performance and your performance, and other parameters as the Company may decide from time to time. Please note that there is no minimum and/or guaranteed bonus. The Performance Bonus awarded to you in any year will have no bearing to your previous year's performance bonus. Please note that the Variable Pay payable (if any) to you is inclusive of statutory bonus payable (if any) under the Payment of Bonus Act, 1965 and any amendments therein.

For FY 24, you will be covered under the variable pay plan of the Company and the performance bonus (if any) will be prorated subject to your date of joining.

Further, the peak rate of bonus will be 35% of fixed pay (without retirals) subject to Company policy/variable pay rate approved by the Committee/Board.

Other Terms and Conditions of Service:

16. **Professional Ethics & Confidentiality:** While you are in the employment of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, into the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to the Company and to promote the interests of the Company and will not divulge to any person or utilize any of the Company's secrets or other related information (which you may possess by reason of your association with the Company) outside the Company. It is a condition of your employment that you maintain the confidentiality of any and all proprietary information of which you gain knowledge or possession as a result of your employment with the Company. You must not disclose such proprietary information to any person. The term, 'proprietary information' shall mean all Company information whether in oral, written, diskette, graphic or machine readable form, including but not limited to all non-public lists of customers, agents, general agents, intermediaries, prices, business plans, strategic plans, reserves or other non-public financial information, customer base, manuals, designs, procedures, formulas, discoveries, inventions, improvements, concepts, ideas, future plans and budgets, unannounced organizational or staffing changes, financial analyses, competitive analyses,



management information, technical data and market studies. This obligation of confidentiality continues after your employment terminates. Further, complete confidentiality of all employment and compensation details is expected to be maintained by you during your period of employment with the Company.

17. IT Security Practice & Procedures: While you are in the services of the Company, you will adhere to the IT Security Practice & Procedures as prescribed by the Company.

18. Transfer: The Company shall have the right to transfer you to any of its offices or ICICI group companies in India and abroad.

19. Notice Period And Termination of Employment: During the probation period, your services would be liable to be terminated by the Company without assigning any reason and by giving seven days notice or notice pay of seven days in lieu thereof. During the probation period, if you decide to leave the Company's services, you will be required to give and serve Forty five days' notice period or on payment of an amount equivalent to Forty Five days' gross salary in lieu of the notice period or on a prorate basis for the notice period not served. In such cases the company reserves the right of recovering expenses such as relocation expenses (if any), etc., from your full & final settlement.

After confirmation, your services would be liable to be terminated by the Company, by giving Ninety days' notice or on payment of an amount equivalent to Ninety days' gross salary in lieu of the notice period. In case of termination consequent to any disciplinary action or loss of confidence under clauses mentioned in the Code of Conduct & Business ethics, the company would not be liable to give any notice or any notice pay thereof. In case you decide to leave the Company's services, you will be required to give and serve Ninety days' notice or on payment of an amount equivalent to Ninety days' gross salary in lieu of the notice period or on a prorate basis for the notice period not served..

Further, the company shall be entitled in its sole discretion, to accept your resignation (either during probation period or after confirmation), either with immediate effect or with effect from any date prior to the last day of the notice period .

20. Gross Misconduct: Gross misconduct would amount to cause for your immediate dismissal without notice or payment in lieu of notice. Examples of gross misconduct include, but are not limited to:

- Non-compliance with all applicable laws and regulations in the conduct of business for and on behalf of the Company;
- If it is found that any incorrect information furnished by you during the interview or while you are employed with the company such as (this is an indicative list and not an exhaustive one) :
 - i. Suppression of any material information by you.



- ii. Mismatch in your previous employment data even for a day.
- iii. Mismatch in your previous pay slip.
- iv. Fake qualification certificates .

- Theft, misappropriation or willful destruction of Company property;
- Refusal or failure to comply with a reasonable instruction given by your supervisor;
- Willful insubordination or disobedience of any lawful and reasonable order of a superior.
- A finding that you are guilty of a criminal offence by a court of competent jurisdiction;
- Your bankruptcy or insolvency;
- Sexual harassment or intimidation of employees;
- Behavior which is either physically or verbally threatening or degrading to others;
- Violation of Code of Conduct & Business Ethics;
- Breach of any of the terms and conditions set out herein and any manual containing the Company's policies and procedures.
- You shall be deemed to have resigned in case you are absent from work or extended your stay after the end of the granted leave without authorization or acceptable excuses, for the period of 15 consecutive days.

Upon termination of your employment, you will return any items belonging to or relating to the Company. These include but are not limited to keys, diaries, business cards, files and all other items of a professional nature, which were acquired or created during your employment, including computer software and applications.

21. You shall not for a period of one year from cessation of your service, solicit or employ any director, officer or employee of any constituent of the ICICI Group in any activity, vocation, profession, employment, consultancy, service, occupation or business that you undertake or in any manner, cause any director, officer or employee of any constituent of the ICICI Group to be solicited or employed by any person or enterprise with whom you may be associated in any capacity.

22. General: You agree to authorize "ICICI Securities Limited" and the appointed agencies to verify information provided in your resume and / or the applicant Information sheet submitted for employment purposes and to conduct any further enquiries as may be necessary. You also agree to authorize all who may have relevant information pertaining to this enquiry to disclose the same.

As per the Insider Trading Policy of the Company, you and your immediate relatives are required to trade in Securities only through ICICI Securities and not through any other trading member. Accordingly, please ensure that you comply with the above requirement from the date of your joining.



A declaration confirming the above would be required to be signed by you on your date of joining.

For the above purpose, the following persons are defined as Immediate Relatives:

- Your spouse
- Any of the following who is either dependent financially on you or consults you in taking decisions relating to trading in Securities
- your parents, siblings and your children
- your spouse's parents, siblings and children

23. You will be bound by the Rules and Regulations of the Company. It is your responsibility to read and abide by the Company's policies, procedures, Rules of Conduct and Corporate Policies amended from time to time during your employment. You are required and expected to read and understand all of the above and to strictly adhere to the same. The terms and conditions as laid down in any of the above manuals, handbooks, policies, rules and procedures may be amended by the Company at its discretion from time to time and will be binding upon you. You shall not sign any contracts or enter into any binding agreements, which are outside your defined authority limits on behalf of the Company. You may be authorized from time to time to enter into contracts incidental to the running of the office with the prior written approval of the Company. You shall not pledge the Company's credit and/or make any representations on behalf of the Company unless you are specifically authorized in that regard.

24. You hereby agree that you would not be acting as a life insurance agent or an insurance broker of any Life / General insurance company or of any corporate agent (other than an employee of ICICI Securities Ltd.) of such insurance company.

25. The terms of your employment may be amended at any time. This contract of Employment shall be interpreted and governed by the laws of India.

26. Any notice, consent, request or other communication made or given in connection with this letter shall be in writing and shall be deemed to have been duly given when delivered or mailed by registered or certified mail (return receipt requested) or by facsimile or by hand delivery or overnight courier, to those listed below at their following respective addresses or at such other address as each may specify by notice to the others:



To Employer: HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

To Employee Near Mama Mungi Karayalay
7 Jyoti Kiran HSG SOC
Gangapur road Marchai, MAHARASHTRA

It will be your responsibility to keep us notified of any changes in your residential/correspondence address in the event that you do not wish to receive the notices at the address stated above.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period, the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,
For ICICI Securities Ltd

Amol Nagare
Zonal HR Manager - Human Resources

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of candidate




REMUNERATION DETAILS		
NAME	Omkar Vilas Hire	
JOB TITLE	Equity Relationship Manager	
GRADE	E	
Components	Monthly	Annually
Basic	9,184	110,216
HRA	4,592	55,108
Leave Travel Assistance	1,913	22,962
Supplementary Allowance	8,751	105,018
Retiral Benefits		
Employer's Contribution to PF	1,800	21,600
Total Fixed Pay	26,242	314,904
*Gratuity	765	9,181
Total Pay	27,007	324,085
** Gratuity is payable after completion of 5 years of continuous service.		

Date- 28/05/2022

To:
Dnyanda Munde
651, Sonashree Bunglow,
Sector 18, Spine Road,
Chinchwad, Pune-19

Sub: Employment Offer

Congratulations! We are delighted to offer you the role of "**Junior Analyst**".
Your annual **Cost To the Company (CTC)** would be **Rs. 3,20,000/-** and this has
been detailed in the Compensation Detailed sheet in **Annexure A**.
Your date of joining will be **10/06/2022**. This letter is valid till the aforementioned
date of joining. The list of documents that you need to submit while joining is
presented in **Annexure B**.
Initially, you will be assigned to **work from home**; however, you are liable to be
transferred to Mumbai Office based on the organization's requirements. Please
note that this employment is subject to satisfactory professional reference
checks and documentary evidence of your previous employment and
commercial details.
Please reach out to us for any information you may need regarding this
employment offer.
Looking forward to a long-term relationship and wishing you success at CtrlAlt-
Fix IT Solutions.



Mrunal Ugalmugale
proprietor



Greentech Engineers

Reticulated LPG & Natural Gas Projects

Office No. 8 & 9A, 2401,
Radiant Arcade, East Street,
Camp, Pune 411 001, INDIA.
+91-20-26330352
+91-7757091916 / 17
info@greentechengineers.com
www.greentechengineers.com

Mr. Shubham Pawar
H NO 3 ,Atal- 4
Sachaimata Nagar
Ambegaon Pune 46
Aagam Mandir Road
Prasad Shubham Niwas
Behind Sachaimata Mandir
Pune , Pune City
Maharashtra- 411046

Date – 10-01-2023

Offer of Employment

Dear Mr. Shubham,

This is in reference to your application/CV/email of your details and interview we have selected you and the following offer is being given to you-


1. We are pleased to offer you a position of **Accounts and Purchase Executive** with us should you decide to join us and all contingencies are satisfied, you will receive an annual compensation of **Rs.3,15,000/- (CTC)** less applicable taxes and withholdings, in accordance with the Company's normal payroll procedures.
2. Your annual CTC (Cost to company) will be structured as following:
A fixed annual component of Rest. **Rs.3,15,000/- (CTC)** applicable for PF, PT deduction. You will be based at **Head Office , Pune**. The exact break down of your compensation will be made available to you for your review. Also, the same shall be enclosed with your employment contract.
3. Details about these benefits will be made available for your review. The company may modify the compensation and benefits from time to time as it deems necessary.
4. Your performance reviews will occur once a year to include a merit-based compensation increase opportunity. Your next performance review will be as per company policy.
5. You will be on a probation period for **Six months** from the date of your joining. Thereafter, the probation period may be extended at the discretion of the management, or may be dispensed with earlier. Unless your service is confirmed in writing, you will be deemed to be on probation even after expiry of the above-mentioned probation period or the extended period of probation.

6. Your employment with the Company will be voluntarily entered into and shall be "at will". This means that you will be free to end your employment relationship with the Company at any time, for any reason or for no reason, as you deem appropriate.
7. This also means that the Company will have a similar right and may end its employment relationship with you at any time, with or without cause, as it deems appropriate. For any such termination of your employment relationship, **one (1) month** advance notice is required by the party initiating the termination. If you choose to terminate the employment relationship, the company may, at its discretion, require you to stay for the entire notice period. The company can terminate your employment without notice for cause, including but not limited to the following causes:
 - (a) Any act of fraud or misappropriation, unethical practice by you,
 - (b) Any material breach by you of your Confidentiality, Non-competition
 - (c) Your conviction of any crime involving an act of dishonesty, deceit or fraud,
 - (d) Any act of dishonesty or misconduct (whether in connection with your responsibilities as an employee of the Company or otherwise) that either materially impairs the Company's business, goodwill or reputation or materially compromises your ability to represent the Company,
 - (e) Your material failure to perform your lawful duties to the Company.
 - (f) Any other causes which shall be unlawful
8. The "at will" employment relationship between you and the Company also means that your job duties, title, responsibilities, reporting level, compensation and benefits, as well as the Company's personnel policies and procedures, may be changed with or without notice at any time as the Company deems appropriate. This "at will" nature of your employment shall remain unchanged during your tenure as an employee, and may only be changed by an express written agreement that is signed by you and the employer.
9. Your employment is transferable to Company parent, a sister concern of the Company (or its parent), a subsidiary of Company (or its parent), Company Customer, or a Joint Venture formed by the Company, its parent or subsidiary or to any project assignment.
10. This offer is contingent upon:
 - a. Return of the enclosed copy of this letter signed by you;
 - b. Return of the enclosed copy of Non-Disclosure agreement
 - c. Your consent to, and results satisfactory to the Company of, reference and background check (consisting of the verification of prior employment, tax ID and education and a criminal background check, including the reference check)
 - d. Your ability to provide to the Company acceptable documentary evidence of your identity and eligibility to work for the Company in India, no later than the first day of your employment with the Company.
 - e. This letter along with the Non-Disclosure Agreement set forth the initial terms of your employment with the Company and supersede any prior representations or agreements, whether written or oral.
 - f. To indicate your acceptance of the Company's offer for the employment, please sign and date this letter in the space provided below and return it to HR Department, A duplicate original is enclosed for your records. The offer of employment, if not accepted, will expire in 5 business days. The offer will stand cancelled if you do not join by the start date indicated in the space provided below. After the stipulated period prescribed in this clause of acceptance shall not be performed than you shall not claim of continuation of the employment with Greentech Engineers, it shall be the discretion of employer to extend the acceptance as the case may be.

- g. The job responsibilities, scope of work, assignments, duties, performance shall be laid down under the Employment Contract which shall be issued on the date of joining of employment.
- h. We look forward to welcoming you to Greentech Engineers and we believe you will make a critical contribution to the company, in what should be a rich and rewarding experience. You may contact to sephali.patra@greentechengineers.com on this email ID for more details.
- i. Please submit the following documents to HR department

- ✓ Aadhaar Card
- ✓ PAN Card
- ✓ Driving License
- ✓ Passport
- ✓ Voter ID
- ✓ 10th Certificate
- ✓ 12th Certificate
- ✓ Graduation
- ✓ Post-Graduation
- ✓ Diploma
- ✓ Permanent Address proof
- ✓ Present Address proof
- ✓ Bank Account Details
- ✓ Passport size photo – 03
- ✓ CV/Resume
- ✓ Past company experience letter / offer letter
- ✓ Medical Certificate

For Greentech Engineers


Deepika Ramteke
General Manager-Admin and Project Coordination

Acceptance of offer of employment

I hereby solemnly declared that I have read all the contains, clauses of the offer letter and agree to accept employment with Greentech Engineers Ltd on the terms set forth above in this letter of agreement, I shall commence my employer w.e.f 10.01.2023

Name of the Employee:

Signature: 

Date: 24-01-2023

Date : 12th May 2023

Dear Ms. Prachi Shinde

We refer to your aforesaid application and subsequent interview you had with us, we are pleased to offer a position of **"Human Resource Executive"** based at Pune.

A detailed appointment letter will be issued to you on joining of our organization. The numeration shall be as per Annexure – I of this letter. You shall be initially placed on a probation of Six months from the date of Joining. Confirmation shall be based on the performance displayed in 6 months.

Your date of joining shall be 15th May 2023. This offer will be valid till 15th May 2023 unless extend after mutual discussion.

Your assignment is transferable to any place in Pune in any of our offices including to any of our group companies and/ or sister concern.

This offer letter is valid only after submission of below documents:

3 Months' salary slips, 3 Months' account statement and KYC documents.

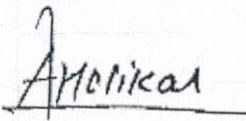
We take this opportunity to welcome you to Hustlewin Pvt. Ltd. and wish you all best for future endeavor.

As a token of acceptance of the letter, kindly sign on the copy of this letter and send it to us indicating your joining date.

Thanking You!

Yours Truly,

Akshata Holikar



Authorized Signatory

Annexure - I

**NAME
DESIGNATION**

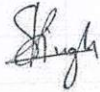
**Prachi Shinde
Human Resource Executive**

Particulars	MONTHLY	ANNUALLY
BASIC	8,213	98,560
HRA	3,285	39,424
CONVEYANCE ALLW.	5,339	64,064
SPECIAL ALLW.	3,696	44,352
OTHER ALLW.	1,467	17,601
NET SALARY	22,000	2,64,000
PF	1,800	21600
ESIC	0	0
PT	200	2,400
Gross Salary	24,000	288000
PF	2025	24300
ESIC	0	0
CTC	26,025	312300

*** Eligibility Criteria:**

- a) You shall keep this Offer Strictly confidential.
If found non compliant this may lead to immediate termination

Authorized Signatory



For "Hustlewin Pvt. Ltd"

Kalyani Forge Limited

CIN: L28910MH1979PLC020959

Shangrilla Gardens, 1st Floor, B & C Wing, Opp. Bund Garden, Pune - 411001

06

48

Ref No: HRD/OL/2023-24/00198

Date: 30.06.2023

To,

Ms. Sheetal Verma
AT- Karvenagar
Tal- Haveli
Dist: Pune 411052
M: (+91) 72629 97983
E: sheetalverma2021@mmimert.edu.in

Subject: Offer Letter of Intent for Appointment on Traineeship

Dear Ms. Sheetal Verma

Following the recent interview and discussion you had with us, we are pleased to extend an offer based on the terms and conditions stipulated hereunder;

Designation : Trainee (Grade: MG-9)
Department : Hr, IR & Admin
Location : Kalyani Forge Limited, Corporate Office, Koregaon Bhima, Pune
Date of Joining : 1.07.2023 or earlier
Stipend : Rs. 300,000
Training Period : Twelve (12) Months

You are requested to bring your most **recent passport size photograph (3 copies)** along with copies of following documents along with original for verification at the time of joining.

- 1 Educational Qualifications
- 2 Experience Certificates
- 3 Proof of Last Drawn Salary / Salary Slip
- 4 Current Employer Relieving letter
- 5 PAN Card and Aadhar Card
- 6 Medical Fitness Certificate

We look forward to welcome you as part of our team and believe you will find this opportunity mutually challenging and rewarding.

We would like to receive your response within three (03) days of receipt of this letter and request you to submit your accepted resignation letter as an acceptance of this letter.

Sincerely,

For Kalyani Forge Limited

Mr. Viraj Kalyani
Executive Director

Encl.: Annexure 1 - Gross CTC Break-up

With the signature below, I accept this letter of intent & confirm my joining on:

This is a system generated letter, hence does not require a signature of the issuer.

Kalyani Forge Limited

CIN: L28910MH1979PLC020959

Shangrilla Gardens, 1st Floor, B & C Wing, Opp. Bund Garden, Pune - 411001

Ref No: HRD/OL/2023-24/00228

Date: 13.7.2023

To,

Mr Dharmadhikari Akshay

At- Pune

Karevenagar

Pune 411052

M: 9090049213

E:rgpawar88@gmail.com

Subject: Offer Letter of Intent for Appointment on Traineeship

Dear Mr Pawar Rohit,

Following the recent interview and discussion you had with us, we are pleased to extend an offer based on the terms and conditions stipulated hereunder;

Designation : Trainee (Grade: MG-9)
Department : Hr, IR & Admin
Location : Kalyani Forge Limited, Corporate Office, Koregaon Bhima, Pune
Date of Joining : 15.07.2023 or earlier
Stipend : Rs. 300,000
Training Period : Twelve (12) Months

You are requested to bring your most **recent passport size photograph (3 copies)** along with copies of following documents along with original for verification at the time of joining.

- 1 Educational Qualifications
- 2 Experience Certificates
- 3 Proof of Last Drawn Salary / Salary Slip
- 4 Current Employer Relieving letter
- 5 PAN Card and Aadhar Card
- 6 Medical Fitness Certificate

We look forward to welcome you as part of our team and believe you will find this opportunity mutually challenging and rewarding.

We would like to receive your response within three (03) days of receipt of this letter and request you to submit your accepted resignation letter as an acceptance of this letter.

Sincerely,

For Kalyani Forge Limited**Mr. Viraj Kalyani****Executive Director**

Encl.: Annexure 1 - Gross CTC Break-up

With the signature below, I accept this letter of intent & confirm my joining on:

29th July 2023

Mr. Vikram Shirawale

Residential Address

Subject: Appointment for post of Manager -Business Development

Dear Mr. Vikram,

We are pleased to offer you, the position of Manager with Provalue Financial Advisory LLP (the 'Company') on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 21st August 2023

2. Job title

Your job title will be Manager- Business Development, and you will report to Mr. Nitin Gumaste, Founder Partner.

3. Compensation & Benefits

Your compensation and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Pune, Maharashtra. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Leave/Holidays

5.1 You are entitled to paid casual leave off 21 days.

5.2 The Company shall notify a list of declared holidays in the beginning of each Financial year.

6. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

7. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

8. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

9. Termination

9.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 03 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean [basic salary].

9.2 You may terminate your employment with the Company, without any cause, by giving no less than 03 months' prior notice or salary for unserved period, [left after adjustment of pending leaves, as on date].

9.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you

504, 5th Floor, 'Ekdanta', Above Janaseva Sahakari Bank, Near CDSS, Pune 411004



Dnyaneshwar B. Rao Unawane <placement@mmimert.edu.in>

Profile and JD: Provalue Financial Advisory LLP

9 messages

nitin <nitin.gumaste@provalue.in>
To: placement@mmimert.edu.in

Mon, Jul 10, 2023 at 4:16 PM

Dear Sir,

It was a pleasure speaking with you.

Please find attached the profile of Provalue and the Job Description.

Other details as below

- Location: Near Erandwane Central, Erandwane, Pune
- Office timings: 10 AM to 6 PM (we are flexible with timings)
- Fixed CTC: Nearby Rs 3.0 Lakhs. We are flexible and the candidate be assured that appropriate remuneration shall be offered based on the experience, interview and qualification.
- Duration: This is a permanent position and we shall be happy to associate for a long period of time.
- Joining: Immediate

Please feel free to revert incase of any more clarification required.

We look forward to hear back from you.

Thanks & Regards,

Nitin Gumaste, CFA

Founder Partner
Provalue Financial Advisory LLP
504, 5th Floor, 'Ekdanta', Above Janaseva Sahakari Bank, Near CDSS, Pune 411004
+919765984732 | nitin.gumaste@provalue.in

3 attachments

Provalue Profile _ June 2023.pdf
657K

JD_BD_Provalue_July2023.pdf
533K

JD_Execution_Provalue_July 2023.pdf
534K

Dnyaneshwar B. Rao Unawane <placement@mmimert.edu.in>
To: nitin <nitin.gumaste@provalue.in>

Tue, Jul 11, 2023 at 12:36 PM

Dear Nitin Sir,
Greetings of the day!
I attached here the list of interested candidates, please have a look & let me know the interview process date.

Together we are 100%

Dnyaneshwar B.Rao Unawane



orygin

Office No. 501, 5th Floor Yash Tower
IDP Road, Aundh Pune, Maharashtra
Pin Code-411007

218
51

Congratulation on your selection!

Dear

Radhika,

Date: 13.06.2023

Congratulation on your selection as Business associate under our Global Business Management Program.

ORYGIN is one of the most creative, dynamic and successful sales and marketing company in India. Our goal is to exceed the expectation of our clients by providing outstanding Customer services, sales, greater value and professional services. Our vision is to become the world's fastest promoting organization, where more people get an opportunity to run their own organization.

As a member of our ORYGIN team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

YOUR PROFILE

As a Business Associate, you will work in all aspect of the Business Management. All the promotion entirely based on your performance. Below are the certified levels of your profile,

Level 1: Branding, Client Servicing and Customer Acquisition.

Level 2: Human Resource Management.

Level 3: Team Management and Leadership Management.

Level 4: Administration, Finance and Back Office Management.

Level 5: Client, Office and Resource Management.

Your Business Head will conduct a performance review every week. The remuneration at 1st three levels will be based on your individual performance, skills, knowledge, experience and the revenue generation for the client; you are expected to come in formal attire.

WORKING HOURS

TIMING- 8:30 am to 5:30 pm (This include 3 hours management training everyday)

WORKING DAYS – 6 Days a week

During the training any requirement to take leave should be given prior notice to manager in written.

Mail ID: contact.hr@oryginindia.com

Contact No. 9209062149



orygin

Office No. 501, 5th Floor Yash Tower

DP Road, Aundh Pune, Maharashtra

Pin Code-411007

RELIEVING FORMALITIES

The appointment may be terminated by giving a resignation letter with 15 days period served to the company and in case of notice period not served, remaining dues cannot be claimed from the company. No leaves will be granted during the notice period.

Candidate working with the company for at least 6 months is entitled for experience letter.

DOCUMENT TO BE SUBMITTED

Your appointment is subject to the submission of your documents on your joining, you being medically fit as declared by you and receipt of satisfactory documents. The following documents have to be submitted within 3 days of joining-

- Colour Printout of Offer Letter
- 1 Digital Recent Passport Photo
- Pan Card
- Aadhar Card
- Latest Mark Sheets
- Experience or relieving letter from previous company (if Applicable)
- Copy of passbook or cheque or bank statement

We have the best working environment where we believe in active learning and participation in the path of development. We will look forward to work with you on programs and campaigns that we have discussed with you.

"WISHING YOU ALL THE BEST FOR YOU EXCELLENT CAREER GROWTH"

Manish

Manish Singh
(Business Head)

Radhika Bag
(Signature of Joinee)

Mail ID: contact.hr@oryginindia.com

Contact No. +91 9209062149

Kalyani Forge Limited

CIN: L28910MH1979PLC020959

Shangrilla Gardens, 1st Floor, B & C Wing, Opp. Bund Garden, Pune - 411001

Ref No: HRD/OL/2023-24/00208

Date: 13.7.2023

To,

Ms. Sakshi P Salunkhe
At- Pune
Tal- Haveli
Pune 411052
M: 7447595470
E: salunkhesakshi1234@gmail.com

Subject: Offer Letter of Intent for Appointment on Traineeship

Dear Ms. Sakshi P Salunkhe

Following the recent interview and discussion you had with us, we are pleased to extend an offer based on the terms and conditions stipulated hereunder;

Designation : Trainee (Grade: MG-9)
Department : Hr, IR & Admin
Location : Kalyani Forge Limited, Corporate Office, Koregaon Bhima, Pune
Date of Joining : 15.07.2023 or earlier
Stipend : Rs. 300,000
Training Period : Twelve (12) Months

You are requested to bring your most **recent passport size photograph (3 copies)** along with copies of following documents along with original for verification at the time of joining.

- 1 Educational Qualifications
- 2 Experience Certificates
- 3 Proof of Last Drawn Salary / Salary Slip
- 4 Current Employer Relieving letter
- 5 PAN Card and Aadhar Card
- 6 Medical Fitness Certificate

We look forward to welcome you as part of our team and believe you will find this opportunity mutually challenging and rewarding.

We would like to receive your response within three (03) days of receipt of this letter and request you to submit your accepted resignation letter as an acceptance of this letter.

Sincerely,

For Kalyani Forge Limited

Mr. Viraj Kalyani
Executive Director

Encl.: Annexure 1 - Gross CTC Break-up

With the signature below, I accept this letter of intent & confirm my joining on:

This is a system generated letter, hence does not require a signature of the issuer.

53

377

Ref: Klaus/HR/CF/2023/KS00375

Date: 22/05/2023

To,
Ms. Sajiri Bhalerao**Sub: - Appointment Letter**

With reference to your interview & subsequent discussions; we are pleased to inform you that you have been appointed as "Management Trainee- HR, IR and Admin" with effect from **22nd May 2023** for **one year** on the following terms and conditions.

1. Your Stipend would be Rs. **25,000/-** per month with no deductions.
2. You will report to the Plant HR and IR Lead located in Pune.
3. You will not be entitled to any other allowances and facilities offered to the company's regular employees except those, which the company may extend to you in its sole discretion from time to time. You shall be entitled to 1 day of leave per month with HOD approval during the training period.
4. The training facilities offered to you do not constitute employment. The same will be liable to be withdrawn at any time without notice and/or without assigning any reasons for the same.
5. Your training facilities will automatically cease at the end of the above stipulated period.
6. You hereby agree to undertake not to disclose, divulge or communicate to any person or persons whatsoever, any information relating to the trade or business of the company received/obtained by you during your association with the Company.
7. You will present yourself to the Doctor to whom you may be directed by the company for a medical examination on the date scheduled by the company. Your continuance as a Trainee will depend on your fitness. The decision regarding your fitness will be entirely at the discretion of the Management and will not be a matter of dispute by you. The company's decision will be final.
8. You will communicate to the Company any change in the address given by you in the application form. Any communication sent to you at the address last given by you will be deemed to be a duty server on you.

KLAUS Multiparking Systems Private Limited

Office : NKB House, Survey No. 98, Plot No. 14,
Bhusari Colony, Kothrud, Pune 411038.
Tel. : +91 20 66815800/1, Fax : +91 20 66815805.
info@klausmultiparking.in
www.klausindia.com

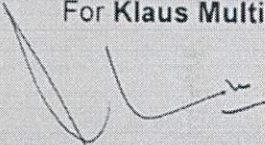
CIN - U34300PN2002PTC017419
Factory : Gat No. 1271/72/73/797, At Post - Shirwal,
Tal. Khandala, Dist. Satara 412 801, India.
Tel. : +91 2169 244661, Fax : +91 2169 244660.



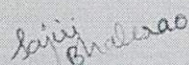
9. On completion of your training on the expiry of the above or withdrawal of the training facilities as per Clause 3 above, you will hand over the charges to your immediate superior or any such person assigned by him and obtain a clear discharge before claiming dues.
10. You will have to work in shifts or on the sites as per the directions of your superiors. Your services are liable to be transferred anywhere in India at the offices, factories, or sites for which you will not be entitled to any extra allowances.
11. Your job is interchangeable and you will have to undergo training accordingly.
12. In case you decide to leave the Organization before completion of the Training Period, you will inform the Company in writing one month in advance.

Please sign and return the duplicate copy of this letter and enclosures as a token of having accepted the conditions stipulated in the offer of Training Facilities. In case the terms are acceptable kindly sign the duplicate of the letter as a token of acceptance.

For Klaus Multiparking Systems Pvt Ltd.,


Prity Bhawtankar
Chief Human Resources Officer

I have read & understood the terms & conditions of the letter. I accept the same and shall abide by the same.


Accepted By
Sajiri Bhalerao

Ms. **ANKITA JALINDAR BENDRE**
A/P Rajuri, Tal - Rahata
Dist A. Nagar Ahmadnagar
Maharashtra - 413737

Letter of Offer

54

Madam,

This has reference to your application and the subsequent interview you had with us. We are pleased to Offer you the position of **Agency Development Manager (N)** in our Company at its Zonal Office, Pune. Brief terms and conditions of Letter of offer, are given below:

1. You will be on probation for a period of six months which may be extended at the discretion of the company. At the end of this period, if no letter is issued to you confirming the services, the period of probation shall be deemed to have been extended for a further period of six months. Further during the period of probation or the extended period of probation, the company reserves the right to discharge you from the services of the company at any time without notice and without assigning any reason whatsoever.
2. Your initial place of posting will be at Pune. However the company reserves the right to post you anywhere in India in any capacity. Further the company also reserves the right to change your designation or re-designate you based on the requirement and the nature of job assigned.
3. You will be paid an annual compensation package of **Rs.3,00,000/- (Rupees Three Lakhs Only)**, on cost to the Company basis (inclusive of Company's Contribution to PF, ESI, Gratuity Fund, etc., as applicable). You are eligible for productivity linked performance incentive as declared by the company from time to time which is inclusive of employer and employee contribution to ESIC, as applicable. Further, the company reserves its right to alter, amend and withdraw the incentive scheme at any time as per the requirement by the company.
4. Your appointment is target oriented and your business target is **Rs.3,00,000/- (Rupees Three Lakhs Only)** fresh premium, activate a minimum of 10 agents allotted to you and recruit a minimum of 5 new agents (IC38/Composite) per month or cumulatively during the quarter. Your target is subject to revision from time to time as decided by the company.
5. Your performance will be reviewed on a monthly basis on procurement of business, agents activation, agents recruitment, incurred claims ratio and profitability. The company shall have the absolute right to terminate your service without any notice period in case of unsatisfactory performance.
6. Notwithstanding anything contained above, the company shall have the absolute right to terminate your services at any time by giving 30 days written notice or salary in lieu thereof. Further in case of resignation from your side, you have to give clear 30 days notice in writing or salary in lieu of the notice period and your relief from the service is subject to acceptance of your resignation by the competent authority
7. This offer is valid subject to successful completion of graduation and submission of all necessary documents before joining.

You may return the duplicate of this letter of offer duly signed as a token of your acceptance. On reporting for duty, you will be issued an appointment order with detailed terms and conditions and employee service rules of the company and this will govern your employment with the company.

You should report for duty on or before **25th Sep 2022**. If you fail to report for duty as stipulated above, the offer stands cancelled automatically.

We wish you a successful, rewarding and enjoyable career in Star Health and Allied Insurance Company Limited.

with regards,

For Star Health and Allied Insurance Company Limited


Authorised Signatory

Accepted

Sign :
Date :
ANKITA JALINDAR BENDRE

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarwat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 008, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: November 2, 2023

Private & Confidential

Pise Vaishnavi

Document ID - cdfc24e2-9be8-4bb4-b03a-0fcfc203f378

Dear Vaishnavi,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an **offer** –cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on November 8, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City, Tower 7, Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- dhirajumesh.rathod@hcl.com , failing which the offer will stand null and void.

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai –603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kanchipuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure II to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation

Worksite Chennai	: ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai - 603 103, India
Worksite Coimbatore	: Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

review will be aligned and affected from the first day of the subsequent quarter thereafter. **Probation period & Performance Appraisal / Compensation Review shall be deemed to be changed with the change in position / process / function.**

- Your services during the period of probation shall be liable to be terminated giving **two month** notice or **two month** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **two month** notice. The waiver of the notice period fully or partially or acceptance of such basic salary is at the Company's sole discretion. Further, the aforesaid requirement of notice period may be extended, if mutually agreed by you and the Company.
- The company shall be entitled to accept your prospective resignation with effect from a date earlier than the one offered by you and thus relieve you at any time during your notice period as the notice is for the benefit of the management and balance notice period can be waived at any time by the management. In such an event, however, you shall be paid basic salary for the remaining period of your notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.
- You will be required to declare at the time of joining any direct relatives who may be working with HCL or any of its subsidiary, group, and affiliate companies, direct or indirect competitors. During your employment with **State Street HCL Services (India) Private Limited**, if any of your direct relatives are offered by HCL or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the **State Street HCL Services (India) Private Limited employee.**
- On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations; we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.
- All Employees are entitled to avail the Company Transport within the defined limits as per company's policy

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vengwad, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- During your employment if the company identifies any negative instances/irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengelpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore	: Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- During your employment with the company, you will be governed by the policies, service rules and regulations of the company being in force or introduced/amended later. In this regard, a confidentiality undertaking at the time of joining and/or any other agreement that may be required from time to time will be required to be executed by you.
- You shall not divulge, communicate or pass on any information, secrets directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of HR Department. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
- You would be initially posted at **Pune(A008)**, where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.
- In case you absent yourself from duty for **7** days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.
- You will be retired from service on attaining superannuation age of 58 years or earlier in case you are found physically and/or mentally unfit to work any longer or for continued ill-health as certified by the medical officer nominated by the Company.
- You are requested to submit 10 passport size photographs and the attested copies of the following documents, at the time of joining:
 - School leaving certificate / birth certificate
 - Educational qualification certificate (from 10th std onwards) along with mark sheets
 - Passport (The first 4 and the last 4 pages)
 - Relieving letter or duly accepted resignation letter from your present and previous employers

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

The Relocation Amount will be applicable to you as per Policy. The amount will be recoverable from your Full and Final settlement in case you decide to leave the organization before completion of 1 year from your Date of Joining

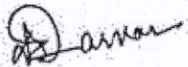
Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services



Debasis Sarkar
Sr. VP, Head-Global Rewards

DEBASIS SARKAR
SENIOR VICE PRESIDENT

7

SIGNATURE OF EMPLOYEE

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

DECLARATION

I, PISE VAISHNAVI, hereby declare that I have completely understood the contents of the instant Letter and I agree to abide by the below mentioned clauses:

1. Flexible to work in any shifts, process, Centre and location.
2. All the required documents to be submitted on the date of joining.
3. Salary will be subject to revision in case of non-submission of the required experience certificates.
 - Unsatisfactory responses from the previous employment references may lead to reduction in salary or/and termination of employment with us.
4. Non-disclosure of prior experience with HCL will lead to termination of employment.

In case, the aforesaid particulars are found to be incorrect or it is found that I have withheld some relevant facts, State street HCL Services (India) Private Limited has the right to withdraw the instant Letter of Offer and/or terminate my employment with immediate effect.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL

PRE-EMPLOYMENT BACKGROUND VERIFICATION

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
- Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nahru Place, New Delhi – 110 019, India.

List of Documents required for joining (Must be mandatorily uploaded on Discover HCL Portal)	
S. No	Document Name
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)
2	Extension Letter (if the Date of Joining in the offer letter is past dated)
3	Passport –Name & DOB page as proof
4	10 th Mark sheet, only if passport is not available.
5	PAN Card as ID Proof (Only if passport is not available)
6	Passport Size Photographs (Only with white background)

- Please ensure that the copies uploaded are clearly visible as dark and hazy copies are not accepted.
- Please avoid clicking pictures of documents and uploading.
- Please do not send soft copies through Emails.
- Employee must enter/submit correct/accurate Aadhar number on joining portal so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required at the time of filling details on the portal.
- Induction Timings are will be circulated to you separately.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. personal laptop, Pen Drives etc. are not allowed inside the campus.

If requested by the recruiter, you may be required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 10:00 a.m. at your respective location of joining.

If your joining is completed remotely, please submit the requested documents to the HCL Onboarding team within 7 days of your date of joining, either in person or through courier.

Location of HCL Onboarding Team for joining formalities:

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No. -1 , Akashi Induction Room, Ground Floor, Tower – 1, Hub SEZ,, Plot No 3A, Sector 126, Noida - 201303. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Elcot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562106
4	KOLKATA	HCL Technologies Ltd, Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, -Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , , , Plot No. 5 & 7, Ilanthaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur -441108
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited, Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore	: Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Annexure III

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components are explained as following:

BASIC SALARY The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

House Rent Allowance (HRA) The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

Advance Statutory Bonus Applicable where monthly gross does not exceed INR21,000 (excluding variable component) as per the Payment of Bonus Act.

Attendance Allowance Attendance Allowance is payable max. up to INR.1000/- per month.

Food Wallet Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

Compensatory Allowance Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

Medical Insurance Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer- sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:**
Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

Gratuity

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

ANNEXURE IV

This Annexure contains the Employee Undertakings which sets forth certain employee obligations with respect to the protection of the confidential information and legitimate business interests of the Company.

As a condition of my employment and/or continued employment with the Company and my receipt of the compensation now and hereafter paid to me by the Company, I agree to the following:

1. **Confidential Information:**

Company Information: I shall not use, communicate, or disclose, except for the benefit of the Company, any Confidential Information relating to the Company, its corporate parent, or any of their subsidiaries or affiliates (collectively "**Company Parties**"), to which I have been privy to by virtue of being an employee of the Company. I understand that "**Confidential Information**" for this purpose shall mean and include all information, regardless of the form whether oral, written, stored in a computer database or otherwise, which in any way relates to markets, customers (including, but not limited to customers of any of the Company Parties with whom I interacted or with whom I became acquainted while being associated with the Company), products, patents, inventions, know-how, software, procedures, methods, designs, strategies, plans, assets, liabilities, revenues, pricing lists, customer information, profits, organization, employees, agents, distributors or business in general of any of the Company Parties. I understand that Confidential Information and trade secrets do not include any of the items mentioned above, which have become publicly known and made generally available through no wrongful act of mine, or of others who were under confidentiality obligations, as to the item or items involved. I hereby agree to maintain the secrecy and confidentiality of such Confidential Information.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. Inventions:

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as "Prior Inventions"), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as "Inventions"), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarinat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Plaza, New Delhi - 110 019, India.

Company and which are protectable by copyright are "works made for hire", as defined under the local copyright legislations (and all amendments thereto).

Maintenance of Records: I agree to keep and maintain adequate and current written records of all Inventions made by me (solely or jointly with others) during the terms of my employment with the Company. The records will be in the form of notes, sketches, drawings, and any other format that may be specified by the Company. The records will be available to the Company and always remain the sole property of the Company.

Patent and Copyright Registrations: I agree to assist the Company, or its designee, at the Company's expense, in every proper way to secure the Company's rights in the Inventions and any copyrights, patents, mask work rights or other intellectual property rights relating thereto in any and all countries, including the disclosure to the Company of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments which the Company shall deem necessary in order to apply for and obtain such rights and in order to assign and convey to the Company, its successors, assigns, and nominees the sole and exclusive rights, title and interest in and to such Inventions, and any copy rights, patents, mask work rights or other intellectual property rights relating thereto. I further agree that my obligation to execute or cause to be executed, any such instrument or papers shall continue after the termination of my employment. If the Company is unable to perfect any right, title, interest because of my mental or physical incapacity or for any other reason to fail to secure my signature to apply for or to pursue any application for any local or foreign patents or copyright registrations covering Inventions or original works of authorship assigned to the Company as above, then hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf to execute and file any such applications and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent or copyright registrations thereon with the same legal force and effect as if executed by me.

Exception to Assignments: I understand that the provisions of this Annexure requiring assignment of Inventions to the Company do not apply to any invention for which no equipment, supplies, facilities or trade secret information of the Company was used and which was developed entirely on my own time, unless: (i) at the time the Invention was conceived or reduced to practice, it related (A) directly to the business of the Company, or (B) to the Company's actual or demonstrably anticipated research or development; or (ii) the Invention resulted from any work performed by me for the Company. I understand further

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Colmbatore : Module I-3, 2nd Floor, Tidel Park Colmbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

that the laws of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

3. **Returning Company Documents:** I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.
4. **Notification to New Employer:** If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.
5. **Non-Solicitation:** For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.
6. **Non-Competition:** During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

For the purposes of these non-compete provisions, "Similar Services" means, services which meet all or any of the following criteria(s):

- i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- ii. nature of work remains the same (e.g. selling ITBS Services; Product Architect) and involves the same end clients or prospects, and is
- iii. performed in the same geography / market where I provided services for the Company.

The Company reserves the right to unilaterally waive this restriction in full or in part at its discretion; the Employee hereby acknowledges and agrees to the same.

In case, the Company initiates separation by way of involuntary termination or redundancy, then this non-compete will not apply.

6. **General Provisions Regarding Covenants**

Extension of Covenants: If I breach any of my obligations of this Annexure, I understand and agree that the time periods of the obligations that I have breached shall be extended by the period of time of such breach.

Attachment Read, Understood and Fair: I have carefully read and considered the provisions of this Annexure and agree that all of the restrictions set forth are fair and reasonable and are reasonably required for the protection of the interests of the Company and enhancing its goodwill.

7. **Protection of Systems & Environment:** I agree that during the term of my employment or association with the Company, I shall render services, as directed, in an ethical & professional manner and in accordance with the work related Policies of the Company such as E-mail & Internet Usage Policy, Information Security Policy etc., and their modification from time to time. As a part of my job requirement, I may be required to, or would have access to Company's and Company customer's work and computer environment and, as such undertake not to incorporate into Company's and any customer deliverables, software, computer, network, data or other electronically stored information or computer program or system, any security device, program routine, device, code or instructions (including any code or instructions provided by third parties) or other undisclosed feature, including, without limitation, a time bomb, virus, software lock, drop-dead device, digital rights management tool (including without limitation so-called DRM root kits), malicious logic, worm, Trojan horse, trap door, or other routine, device, code or instructions with similar effect or intent, that may be capable of accessing, modifying, deleting, damaging, disabling, deactivating, interfering with, shutting down, or otherwise harming any software, computer, network, deliverables, data or other electronically stored information, or computer

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

8. **Remedies:** By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.
9. **Representations:** I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.
10. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

Pise Vaishnavi

November 2, 2023

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Moduls I-3, 2nd Floor, Tidal Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

56

50

Kalyani Forge Limited

CIN: L28910MH1979PLC020959

Shangrilla Gardens, 1st Floor, B & C Wing, Opp. Bund Garden, Pune - 411001

Ref No: HRD/OL/2023-24/00198

Date: 30.06.2023

To,

Ms. Shivani Gawali
AT- Karvenagar
Tal- Haveli
Dist: Pune 411052
M: (+91)8999199817
E: shivanigavli806@gmail.com

Subject: Offer Letter of Intent for Appointment on Traineeship

Dear Ms. Shivani Gawali

Following the recent interview and discussion you had with us, we are pleased to extend an offer based on the terms and conditions stipulated hereunder;

Designation : Trainee (Grade: MG-9)
Department : Hr, IR & Admin
Location : Kalyani Forge Limited, Corporate Office, Koregaon Bhima, Pune
Date of Joining : 1.07.2023 or earlier
Stipend : Rs. 300,000
Training Period : Twelve (12) Months

You are requested to bring your most **recent passport size photograph (3 copies)** along with copies of following documents along with original for verification at the time of joining.

- 1 Educational Qualifications
- 2 Experience Certificates
- 3 Proof of Last Drawn Salary / Salary Slip
- 4 Current Employer Relieving letter
- 5 PAN Card and Aadhar Card
- 6 Medical Fitness Certificate

We look forward to welcome you as part of our team and believe you will find this opportunity mutually challenging and rewarding.

We would like to receive your response within three (03) days of receipt of this letter and request you to submit your accepted resignation letter as an acceptance of this letter.

Sincerely,

For Kalyani Forge Limited

Mr. Viraj Kalyani
Executive Director

Encl.: Annexure 1 - Gross CTC Break-up

With the signature below, I accept this letter of intent & confirm my joining on:

Kalyani Forge Limited

CIN: L28910MH1979PLC020959

Shangrilla Gardens, 1st Floor, B & C Wing, Opp. Bund Garden, Pune - 411001

Ref No: HRD/OL/2023-24/00228

Date: 13.7.2023

To,

Mr Pawar Rohit

At- Pune

Karevenagar

Pune 411052

M: 9090049213

E:rgpawar88@gmail.com

Subject: Offer Letter of Intent for Appointment on Traineeship

Dear Mr Pawar Rohit,

Following the recent interview and discussion you had with us, we are pleased to extend an offer based on the terms and conditions stipulated hereunder;

Designation : Trainee (Grade: MG-9)
Department : Hr, IR & Admin
Location : Kalyani Forge Limited, Corporate Office, Koregaon Bhima, Pune
Date of Joining : 15.07.2023 or earlier
Stipend : Rs. 300,000
Training Period : Twelve (12) Months

You are requested to bring your most **recent passport size photograph (3 copies)** along with copies of following documents along with original for verification at the time of joining.

- 1 Educational Qualifications
- 2 Experience Certificates
- 3 Proof of Last Drawn Salary / Salary Slip
- 4 Current Employer Relieving letter
- 5 PAN Card and Aadhar Card
- 6 Medical Fitness Certificate

We look forward to welcome you as part of our team and believe you will find this opportunity mutually challenging and rewarding.

We would like to receive your response within three (03) days of receipt of this letter and request you to submit your accepted resignation letter as an acceptance of this letter.

Sincerely,

For Kalyani Forge Limited

Mr. Viraj Kalyani
Executive Director

Encl.: Annexure 1 - Gross CTC Break-up

With the signature below, I accept this letter of intent & confirm my joining on:



SEZ Unit 2-7th Floor, IT Building, M/s. Qubix Business Park Pvt. Ltd. SEZ, near Rajiv Gandhi Infotech Park, Phase-1 Hinjewadi, Pune- 411 057 Tel.: 02066046000/67119000

Ref:741073
Date: January 5, 2023

Ms Gayatri Patil
Near Post Office Lakhani ,
Bhandara, Maharashtra
India - 441804.

Dear Gayatri Patil,

We are pleased to confirm our offer of employment to you as **Associate PMO** in Grade **G1** starting **January 5, 2023**. You are requested to report to the said address on **January 5, 2023**, not later than **9:00:00 AM**.

LOCATION

You will be based at **Pune**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.300,000.00 (Rupees Three Lakh Only)** the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MANDATORY DOCUMENTS

Candidate needs to produce all the relevant documents on or before Joining. In case the candidate fails to produce the documents or documents are not inline with Xoriant requirements, Xoriant reserves its rights to withdraw the Offer. **Please refer Annexure C for the Document Check list.**

MEDICLAIM INSURANCE

- **Employee + Spouse + 2 Children:** All employees are entitled to a coverage of Group Mediclaim Insurance policy of an amount with maximum limit of Rs.5,00,000/- (Rupees Five Lakhs Only) from the day one with features like family floaters, maternity benefits etc. Employee can cover himself/herself and immediate family members i.e., legally wedded spouse and 2 dependent children (max. age up to 25 Yrs.) only.
- **Group Term Life Insurance:** All employees are entitled to a self-coverage of Group Term Life Insurance of an amount with maximum limit of Rs.20,00,000/- (Rupees Twenty Lakhs Only) from the day one.

Times Square 7th Floor C Wing, Smartworks Coworking Spaces, Andheri- Kurla Road, Andheri East - 400059

Tel: +91 22 2617 2600 CIN: U72900MH2002PTC138380 www.xoriant.com



- **Group Personal Accident Insurance:** All employees are entitled to a self-coverage of Group Personal Accident Insurance of an amount with maximum limit of Rs.25,00,000/- (Rupees Twenty-Five Lakhs Only) from the day one.
- **Parental Mediclaim Insurance:** In case, an employee wants to cover his/her dependent Parents or Parent-in-laws, he/she can enroll them under separate Voluntary Parents Mediclaim Policy.

For more details on the above, employee can refer to the detailed Mediclaim policy available on company intranet or contact your location Facility Management Team.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

NON DISPARAGEMENT

You shall not (directly or indirectly), for any reason or no reason, at any time, make any statements (written or verbal, electronically including on social media, anonymously or otherwise) or cause or encourage others to make any statements (written or verbal, electronically, including on social media, anonymously or otherwise), which would defame, discredit, disparage or in any way criticize the Company, its affiliates, shareholders, directors, officers, employees and representatives.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

Times Square 7th Floor C Wing, Smartworks Coworking Spaces, Andheri- Kurla Road, Andheri East - 400059

Tel: +91 22 2617 2600 CIN: U72900MH2002PTC138380 www.xoriant.com



ANNUAL LEAVE/PUBLIC HOLIDAYS

You will be entitled to 18 days of Privilege leaves and 8 days of Casual leaves per calendar year of service, on pro-rata basis. Privilege leaves will get credited in the first week of every month for the previous month at the rate of 1.5 days per month on pro-rata basis. Casual leaves shall be credited in the first week of every quarter, at the rate of 2 days per quarter on pro-rata basis. You are also entitled for 11 public holidays.

Also, in case of separation, balance Privilege leaves will be paid (encashed) in Full & Final Settlement on the basis of basic pay.

NO DUAL EMPLOYMENT

You shall devote your full time and attention to the performance of your duties incidental to your position with the Company. During your employment with the Company, you are refrained from taking up any other employment, consultancy, or any other job (with or without remuneration), without the prior written consent of the Company. In the event you breach the terms mentioned herein, the Company at its sole discretion may terminate your employment without any notice, with immediate effect.

NOTICE PERIOD/TERMINATION

a. This Appointment Letter may be terminated by either party by giving 60 Days written notice or gross monthly salary in lieu thereof ("Notice Period"). Any shortfall in the Notice Period shall be recovered from your full and final settlement. In case of resignation, the Company reserves the right to:

- i. relieve you earlier than the Notice Period;
- ii. extend your Notice Period for a satisfactory handover of charge and completing the pending assignments;
- iii. decide whether the Notice Period shall run concurrently with the period of any leave which may be granted to you;
- iv. direct you not to perform any of your duties and to remain away from the Company premises and/or not to contact clients or other employees of the Company for all or part of the Notice Period.

Your employment will be subject to termination by 60 Days written notice or salary in lieu of written notice from either side.

a.b. In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediate previous working day. The Company reserves the right to pay or recover salary in lieu of notice period. Employees cannot use their accumulated leave to serve the notice period.

b.c. Company may terminate your employment immediately with or without notice on the occurrence of your:

- i. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;
- ii. Engaging in misconduct (wilful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or
- iii. Involvement in any act of moral turpitude.
- iv. At any point of time during your service with the Company, you are found to be unfit or incapacitated on medical grounds and unable to work, you can be terminated from the services of the Company. The opinion of the Doctor appointed / authorized by the Company in this regard will be taken as final and binding.

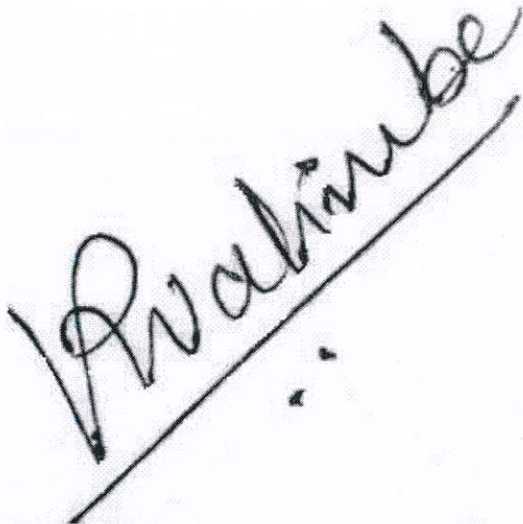
RELOCATION EXPENSES

The termination of your employment with Xoriant Solutions for any reason on your own, or by the company for a cause like misconduct, fraud or moral turpitude, in each case within one year of your employment or transfer will result in forfeiture of your relocation expenses to be paid in full as part of the full and final settlement.

Gayatri Patil, we believe that people form the strongest foundation pillar of our organization. Our commitment lies in maintaining a challenging and intellectually stimulating environment with a high degree of ethical sensitivity. We look forward to having you join Xoriant Solutions Pvt. Ltd. Please do not hesitate to contact me if you need any further assistance.

In case of any query please feel to contact **Sudip Pradeep Muley**
MobileNumber:8208136510/email:Sudip.Muley@Xoriant.Com.

Sincerely
For Xoriant Solutions Pvt.Ltd



Vaishali Walimbe
Director, Talent Acquisition

Agreed & Accepted on

Gayatri Patil

HR Signatory
Actual Date of Joining:

Agreed & Accepted on

Gayatri Patil



ANNEXURE B

These are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

BASIC

It is the basic amount of the CTC which is around 30% of the CTC and is taxable on all cases.

HRA

HRA is given to the extent of 50 % of your Basic. HRA exemption is applicable as per IT Rules on submission of rent receipts.

CONVEYANCE ALLOWANCE

Conveyance up to Rs.1600/- PM (Rupees One Thousand and Six Hundred Only Per Month) totaling to Rs.19200/- PA is taxable.

FIXED ALLOWANCE

Taxable

MEAL COUPON

These are the ticket coupons which are received on monthly basis and are exempt if claimed as coupons.

GIFT CARD

Tax free to the extent of Rs.5000/-pa (Rupees Five Thousand Only) per annum. It is given before Diwali. If Employee joins after Diwali, Gift card will be given in March.

FLEXI PLAN

This is a taxable portion wherein the employee claims (any or all) Meal Coupons, Gift Card, LTA, PF in their salary as taxable

MEDICAL ALLOWANCE

Medical Allowance up to Rs.1250/- PM (Rupees One Thousand Two Hundred and Fifty Only Per Month) totaling to Rs.15000/- PA is Taxable.

CHILD EDUCATION ALLOWANCE

Rs.100/- PM per child upto maximum of 2 children. Employee Can provide details of actual payment proofs towards such education expenses during the financial year.

**HOSTEL ALLOWANCE**

Rs.300/- PM per child upto maximum of 2 children. Employee Can provide details of actual payment proofs towards such Hostel expenses during the financial year.

BOOKS AND PERIODICALS

Rs.3000/- PM for employee. Books and periodicals purchased by the employee have a nexus with the work profile of the employee and is relevant to his/ her specific line of service. Professional training will not consider under Books & Periodicals allowance.

HEALTH CLUB MEMBERSHIP

Rs.1000/- PM per employee. Employees can submit original receipts of Health / Sports Club Membership Fee.

LEAVE TRAVEL ASSISTANCE

New employees are eligible for LTA provided leave is taken as per the rules of the Company. The maximum LTA that can be reimbursed is as per the amount mentioned in your CTC. This component is processed only on submission of bills. Employee can produce only Air / Train Tickets. If bills are not submitted then the entire amount is paid as taxable at the end of Year.

PROVIDENT FUND

You can participate in the Company's Employee's Provident Fund scheme, wherein the Company will match your annual contribution of 12% of your annual basic salary. The details are given in the Annexure.

GRATUITY

On completion of five years of service with the company, you will be eligible for gratuity as per the Payment of Gratuity Act. This amount will accrue to your account annually.

Sincerely

For Xoriant Solutions Pvt.Ltd

HR Signatory

Actual Date of Joining:

Agreed & Accepted on

Gayatri Patil



Commitments / Allowances

ANNEXURE C
DOCUMENT CHECK LIST

At the time of joining, you are requested to submit one independent set of photocopies of all the following documents:

Sr.No	Particulars
1.	Colour passport sized photographs – 8 Nos.
2	Color photograph's soft copy for Company photo ID card • Specification as per Id photo design are: • Having fixed width of 520px • Left crop by right shoulder of employee , photo with standing position at 30 degree towards right side • Bottom crop by 3rd button of shirt just below the chest • Background should be white
3.	Certificates supporting your education qualifications: • SSC & HSC Mark sheets • Mark sheets (All Semesters) and convocation certificates of degree/ post graduation. • Additional Education Certificate and Mark sheets if any (Eq. Diploma, NIIT, MCSD, Novell Netware etc.)
4.	Following employment documents for previous all employers: • Appointment letter • Experience and relieving certificates. • Last 2 month's pay slip
5.	Valid passport (include if any previous visa / Work Permit authorization
6.	Pan Card
7.	Marriage Certificate
8.	Residential Proof Documents for opening bank account



I have read the contents of this letter and accept all the terms and conditions of this offer and the enclosed annexure in their totality and also confirm that I shall not be legally or otherwise entitled to any other perquisites, facilities, benefits, etc. than the mentioned in the same, either monetary or otherwise, unless and until the Company specifically agrees in writing ,herein after.

Name:Gayatri Patil

Sign: _____

- 1) Annexure A: Salary Break up**
- 2) Annexure B: Description of Salary Break up**
- 3) Annexure C: Document**

This Offer Letter is deemed to be treated as Appointment Letter upon you joining the company.

Sincerely

For Xoriant Solutions Pvt.Ltd

Vaishali Walimbe
Director, Talent Acquisition
Agreed & Accepted on

Gayatri Patil
HR Signatory
Actual Date of Joining:
Agreed & Accepted on

Gayatri Patil

Offer electronically accepted by: Patil, Gayatri
Offer electronically accepted on: Jan 5, 2023 4:36 PM
Offer electronically accepted from: 115.114.9.131



SEZ Unit 2-7th Floor, IT Building, M/s. Qubix Business Park Pvt. Ltd. SEZ, near Rajiv Gandhi Infotech Park, Phase-1 Hinjewadi, Pune- 411 057 Tel.: 02066046000/67119000

Ref: 741073

Date: January 5, 2023

Ms Gayatri Patil

Near Post Office Lakhani ,
Bhandara, Maharashtra
India - 441804.

Dear Gayatri Patil,

We are pleased to confirm our offer of employment to you as **Associate PMO** in Grade **G1** starting **January 5, 2023**. You are requested to report to the said address on **January 5, 2023**, not later than **9:00:00 AM**.

LOCATION

You will be based at **Pune**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.300,000.00 (Rupees Three Lakh Only)** the breakup for which is given in Annexure A.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MANDATORY DOCUMENTS

Candidate needs to produce all the relevant documents on or before Joining. In case the candidate fails to produce the documents or documents are not inline with Xoriant requirements, Xoriant reserves its rights to withdraw the Offer. **Please refer Annexure C for the Document Check list.**

MEDICLAIM INSURANCE

- **Employee + Spouse + 2 Children:** All employees are entitled to a coverage of Group Medclaim Insurance policy of an amount with maximum limit of **Rs.5,00,000/- (Rupees Five Lakhs Only)** from the day one with features like family floaters, maternity benefits etc. Employee can cover himself/herself and immediate family members i.e., legally wedded spouse and 2 dependent children (max. age up to 25 Yrs.) only.
- **Group Term Life Insurance:** All employees are entitled to a self-coverage of Group Term Life Insurance of an amount with maximum limit of **Rs.20,00,000/- (Rupees Twenty Lakhs Only)** from the day one.

Times Square 7th Floor C Wing, Smartworks Coworking Spaces, Andheri- Kurla Road, Andheri East - 400059

Tel: +91 22 2617 2600 CIN: U72900MH2002PTC138380 www.xoriant.com



SOLUTIONS PVT.LTD

- **Group Personal Accident Insurance:** All employees are entitled to a self-coverage of Group Personal Accident Insurance of an amount with maximum limit of Rs.25,00,000/- (Rupees Twenty-Five Lakhs Only) from the day one.
- **Parental Mediclaim Insurance:** In case, an employee wants to cover his/her dependent Parents or Parent-in-laws, he/she can enroll them under separate Voluntary Parents Mediclaim Policy.

For more details on the above, employee can refer to the detailed Mediclaim policy available on company intranet or contact your location Facility Management Team.

CODE OF CONDUCT

We at Xoriant are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with Xoriant. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

NON DISPARAGEMENT

You shall not (directly or indirectly), for any reason or no reason, at any time, make any statements (written or verbal, electronically including on social media, anonymously or otherwise) or cause or encourage others to make any statements (written or verbal, electronically, including on social media, anonymously or otherwise), which would defame, discredit, disparage or in any way criticize the Company, its affiliates, shareholders, directors, officers, employees and representatives.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

**ANNUAL LEAVE/PUBLIC HOLIDAYS**

You will be entitled to 18 days of Privilege leaves and 8 days of Casual leaves per calendar year of service, on pro-rata basis. Privilege leaves will get credited in the first week of every month for the previous month at the rate of 1.5 days per month on pro-rata basis. Casual leaves shall be credited in the first week of every quarter, at the rate of 2 days per quarter on pro-rata basis. You are also entitled for 11 public holidays.

Also, in case of separation, balance Privilege leaves will be paid (encashed) in Full & Final Settlement on the basis of basic pay.

NO DUAL EMPLOYMENT

You shall devote your full time and attention to the performance of your duties incidental to your position with the Company. During your employment with the Company, you are refrained from taking up any other employment, consultancy, or any other job (with or without remuneration), without the prior written consent of the Company. In the event you breach the terms mentioned herein, the Company at its sole discretion may terminate your employment without any notice, with immediate effect.

NOTICE PERIOD/TERMINATION

a. This Appointment Letter may be terminated by either party by giving 60 Days written notice or gross monthly salary in lieu thereof ("Notice Period"). Any shortfall in the Notice Period shall be recovered from your full and final settlement. In case of resignation, the Company reserves the right to:

- i. relieve you earlier than the Notice Period;
- ii. extend your Notice Period for a satisfactory handover of charge and completing the pending assignments;
- iii. decide whether the Notice Period shall run concurrently with the period of any leave which may be granted to you;
- iv. direct you not to perform any of your duties and to remain away from the Company premises and/or not to contact clients or other employees of the Company for all or part of the Notice Period.

Your employment will be subject to termination by 60 Days written notice or salary in lieu of written notice from either side.

a.b. In case the last day of your employment falls on a non-working day, your last day of employment shall be the immediate previous working day. The Company reserves the right to pay or recover salary in lieu of notice period. Employees cannot use their accumulated leave to serve the notice period.

b.c. Company may terminate your employment immediately with or without notice on the occurrence of your:

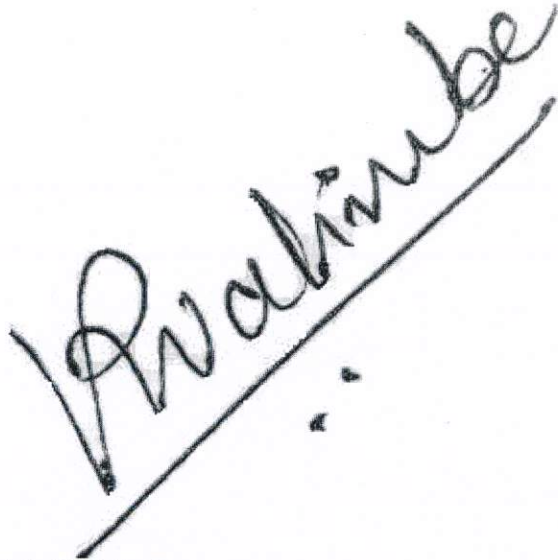
- i. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients;
- ii. Engaging in misconduct (wilful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or
- iii. Involvement in any act of moral turpitude.
- iv. At any point of time during your service with the Company, you are found to be unfit or incapacitated on medical grounds and unable to work, you can be terminated from the services of the Company. The opinion of the Doctor appointed / authorized by the Company in this regard will be taken as final and binding.

RELOCATION EXPENSES

Gayatri Patil, we believe that people form the strongest foundation pillar of our organization. Our commitment lies in maintaining a challenging and intellectually stimulating environment with a high degree of ethical sensitivity. We look forward to having you join Xoriant Solutions Pvt. Ltd. Please do not hesitate to contact me if you need any further assistance.

In case of any query please feel to contact **Sudip Pradeep Muley**
MobileNumber: **8208136510**/email: **Sudip.Muley@Xoriant.Com**.

Sincerely
For Xoriant Solutions Pvt.Ltd



Vaishali Walimbe
Director, Talent Acquisition

Agreed & Accepted on

Gayatri Patil

HR Signatory
Actual Date of Joining:

Agreed & Accepted on

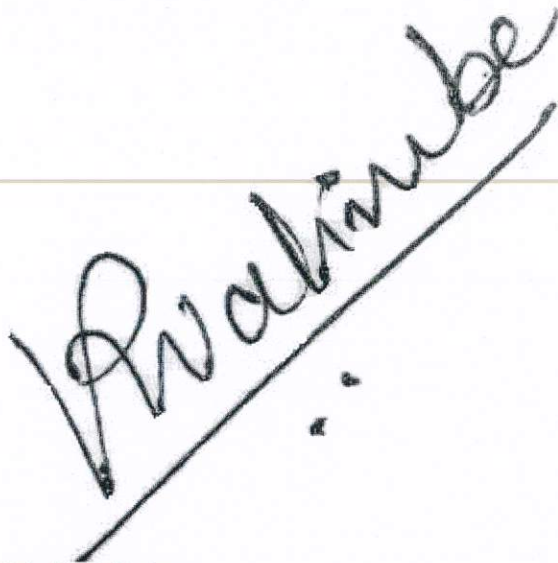
Gayatri Patil

Annexure A

SALARY STRUCTURE	PER MONTH	PER ANNUM
BASIC	7,500	90,000
HOUSE RENT ALLOWANCE	3,750	45,000
CONVEYANCE ALLOWANCE	1,600	19,200
FIXED ALLOWANCE	6,023	72,273
MEAL COUPON	2,200	26,400
GIFT CARD	417	5,000
FLEXI PLAN	0	0
A	21,490	257,873
MEDICAL ALLOWANCE	1,250	15,000
CHILD EDUCATION ALLOWANCE	0	0
HOSTEL ALLOWANCE	0	0
BOOKS AND PERIODICALS	0	0
HEALTH CLUB MEMBERSHIP	0	0
LEAVE TRAVEL ASSISTANCE	1,000	12,000
B	2,250	27,000
C = A + B	23,740	284,873
PROVIDENT FUND	900	10,800
GRATUITY	361	4,327
D	1,261	15,127
CTC = C + D	25,001	300,000

Sincerely

For Xoriant Solutions Pvt.Ltd



Vaishali Walimbe
 Director, Talent Acquisition

HR Signatory
 Actual Date of Joining:

Agreed & Accepted on

Gayatri Patil

Agreed & Accepted on
Gayatri Patil

**ANNEXURE B**

These are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

BASIC

It is the basic amount of the CTC which is around 30% of the CTC and is taxable on all cases.

HRA

HRA is given to the extent of 50 %of your Basic. HRA exemption is applicable as per IT Rules on submission of rent receipts.

CONVEYANCE ALLOWANCE

Conveyance up to Rs.1600/- PM (Rupees One Thousand and Six Hundred Only Per Month) totaling to Rs.19200/- PA is taxable.

FIXED ALLOWANCE

Taxable

MEAL COUPON

These are the ticket coupons which are received on monthly basis and are exempt if claimed as coupons.

GIFT CARD

Tax free to the extent of Rs.5000/-pa (Rupees Five Thousand Only) per annum. It is given before Diwali. If Employee joins after Diwali, Gift card will be given in March.

FLEXI PLAN

This is a taxable portion wherein the employee claims (any or all) Meal Coupons, Gift Card, LTA, PF in their salary as taxable

MEDICAL ALLOWANCE

Medical Allowance up to Rs.1250/- PM (Rupees One Thousand Two Hundred and Fifty Only Per Month) totaling to Rs.15000/- PA is Taxable.

CHILD EDUCATION ALLOWANCE

Rs.100/- PM per child upto maximum of 2 children. Employee Can provide details of actual payment proofs towards such education expenses during the financial year.

**HOSTEL ALLOWANCE**

Rs.300/- PM per child upto maximum of 2 children. Employee Can provide details of actual payment proofs towards such Hostel expenses during the financial year.

BOOKS AND PERIODICALS

Rs.3000/- PM for employee. Books and periodicals purchased by the employee have a nexus with the work profile of the employee and is relevant to his/ her specific line of service. Professional training will not consider under Books & Periodicals allowance.

HEALTH CLUB MEMBERSHIP

Rs.1000/- PM per employee. Employees can submit original receipts of Health / Sports Club Membership Fee.

LEAVE TRAVEL ASSISTANCE

New employees are eligible for LTA provided leave is taken as per the rules of the Company. The maximum LTA that can be reimbursed is as per the amount mentioned in your CTC. This component is processed only on submission of bills. Employee can produce only Air / Train Tickets. If bills are not submitted then the entire amount is paid as taxable at the end of Year.

PROVIDENT FUND

You can participate in the Company's Employee's Provident Fund scheme, wherein the Company will match your annual contribution of 12% of your annual basic salary. The details are given in the Annexure.

GRATUITY

On completion of five years of service with the company, you will be eligible for gratuity as per the Payment of Gratuity Act. This amount will accrue to your account annually.

Sincerely

For Xoriant Solutions Pvt.Ltd

HR Signatory

Actual Date of Joining:

Agreed & Accepted on

Gayatri Patil



Commitments / Allowances

ANNEXURE C
DOCUMENT CHECK LIST

At the time of joining, you are requested to submit one independent set of photocopies of all the following documents:

Sr.No	Particulars
1.	Colour passport sized photographs – 8 Nos.
2	Color photograph's soft copy for Company photo ID card <ul style="list-style-type: none"> • Specification as per Id photo design are: • Having fixed width of 520px • Left crop by right shoulder of employee , photo with standing position at 30 degree towards right side • Bottom crop by 3rd button of shirt just below the chest • Background should be white
3.	Certificates supporting your education qualifications: <ul style="list-style-type: none"> • SSC & HSC Mark sheets • Mark sheets (All Semesters) and convocation certificates of degree/ post graduation. • Additional Education Certificate and Mark sheets if any (Eg. Diploma, NIIT, MCSD, Novell Netware etc.)
4.	Following employment documents for previous all employers: <ul style="list-style-type: none"> • Appointment letter • Experience and relieving certificates. • Last 2 month's pay slip
5.	Valid passport (include if any previous visa / Work Permit authorization
6.	Pan Card
7.	Marriage Certificate
8.	Residential Proof Documents for opening bank account



I have read the contents of this letter and accept all the terms and conditions of this offer and the enclosed annexure in their totality and also confirm that I shall not be legally or otherwise entitled to any other perquisites, facilities, benefits, etc. than the mentioned in the same, either monetary or otherwise, unless and until the Company specifically agrees in writing ,herein after.

Name:Gayatri Patil

Sign: _____

- 1) Annexure A: Salary Break up**
- 2) Annexure B: Description of Salary Break up**
- 3) Annexure C: Document**

This Offer Letter is deemed to be treated as Appointment Letter upon you joining the company.

Sincerely

For Xoriant Solutions Pvt.Ltd

Vaishali Walimbe
Director, Talent Acquisition
Agreed & Accepted on

Gayatri Patil
HR Signatory
Actual Date of Joining:
Agreed & Accepted on

Gayatri Patil

Offer electronically accepted by: Patil, Gayatri
Offer electronically accepted on: Jan 5, 2023 4:36 PM
Offer electronically accepted from: 115.114.9.131



Dnyaneshwar B. Rao Unawane <placement@mmimert.edu.in>

Fwd: Offer Letter- ASMITA PATIL- HR Executive (Trainee)

1 message

59

Asmita Patil <asmitapatil2021@mmimert.edu.in>
To: placement@mmimert.edu.in

Tue, May 2, 2023 at 4:01 PM

Hello Team,
Greetings of the day.

Please find my offer letter.

----- Forwarded message -----

From: <hrd@numetry.in>
Date: Tue, 2 May, 2023, 12:10 pm
Subject: Offer Letter- ASMITA PATIL- HR Executive (Trainee)
To: <asmitapatil2021@mmimert.edu.in>
Cc: k.choudhary062005@gmail.com

Hello ASMITA PATIL,

Congratulations on your offer from Numetry Technologies!!

We are pleased to confirm that you have been selected for the role of HR Executive (Trainee) with a start date of 02-05-2023, at 12.30 Pm. We feel confident that you will contribute your skills and experience to the growth of our company.

The duration of training period will be of three months and during this, you will be expected to fulfill all the duties and responsibilities assigned to you. An official confirmation of your appointment will be notified to you in writing after completing 3 months training with salary package up to 3 LPA. We would like to inform you that during this training period, you will not be entitled for any other kind of monetary benefits other than one casual leave a month. In case you plan to leave the company during the period of three months, you will be required to serve a notice period of 30 days.

In case you plan to leave the company after the period of three months, you will be required to serve a notice period of one Month.

Make sure you will be carrying all of the below-mentioned documents. Once you are done with all of the given documents, you will be given a physical offer letter and appointment letter after completing 30 days of training.

Required Document:

1. Educational certificates of 10th, 12th, Degree and PG (selfattested scanned copy)
2. Passport photo
3. 2 copies Government ID proof
4. Medical Fitness Certificate
5. Own a Laptop with internet connection is compulsory
6. Experience Letter if any
7. Covid Vaccinations certificate
8. Offer Letter (Previous Company if any)

You can find more about the company's culture on our website, i.e.
www.numetry.in. We're confident that you'll be a real asset to our

<https://mail.google.com/mail/u/0/?ik=3c0060d5bb&view=pt&search=all&permthid=thread-f:1764778033983292254&simpl=msg-f:1764778033983...>
1/2 01/08/2023, 15:27 Marathwada Mitra Mandal's Institute of Management Education Research & Training (IMERT) Mail - Fwd: Offer Letter- ASM...
company. I'm looking forward to welcoming you in person!

In the meantime, please don't hesitate to reach out to me through email
hrd@numetry.in for further assistance.

We are looking forward to hearing from you and hope you'll join our
team!

Note: -1. Please revert this email as confirmation of the joining date

Warm Regards,

Mr. K. Choudhary
Human Resource Department
Numetry Technologies, Pune
1st floor Skyloft, Creativity mall
off Airport road, Shastrinagar,
Yerwada, Pune 411006
Pune, Maharashtra 411014,
Email: hrd@numetry.in
Website: www.numetry.in



KAILASH COATING

KAILASH COATING
777, DANGAT INDUSTRIAL ESTATE,
DANGAT VASTI, NEAR ADITYA HOTEL,
SHIVANE, PUNE-411 023.

DATE:- 27 Nov 2022

Dear Saurabh Phale

Congratulations! We are pleased to confirm that you have been selected to work for Kailash Coating .We are delighted to make you the following job offer.

The position we are offering you is that of company **Marketing Jr. Manager** with an annual cost to the company of **250000**. This position reports to Sameer Deshpande (Sr. Marketing Manager)

We would like you to start work on 1 DEC 2022. Please report to Sameer Deshpande for documentation and orientation. if this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 30 NOV 2022 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Kailash Coating and look forward to working with you.

Sincerely,

Kisan More
Kailash Coating

Accepted by,
Saurabh Phale

For KAILASH COATING
apinrale
AUTH.SIGN./PROP.

Edsom Fintech_Employment Offer & Training Session

External

Inbox

**Edsom Fintech** 3 days ago

to me, edsomfintech

Dear **Omkar Pawar**,

Thank you for taking the time to interview for the Management Trainer.

Congratulations, I am pleased to inform you that we **are offering you the position of Management Trainer.** We believe your past experience and strong specific skills will be an asset to our company.

Your starting salary will be **3lpa** with a start date of **5th September 2022.**

The next steps in the process is Training program. You need to attend the training on 5th, 6th & 7th September 2022. It is mandatory to attend training session, if you are unable to attend the training, we will be unable to proceed with you.

Training timing is 10am to 7pm.
Please Note: Training will be followed by lunch.

Venue:

Atithi Corporate
Besides Little Millennium Pre School
Virbhadr Nagar, Baner- Pune 411045

Please acknowledge your acceptance by reverting back to this mail.

(61)

(75)

(84)

Kalyani Forge Limited

CIN: L28910MH1979PLC020959

Shangrilla Gardens, 1st Floor, B & C Wing, Opp. Bund Garden, Pune - 411001

Ref No: HRD/OL/2023-24/00258

Date: 13.7.2023

To,

Mr Rushikesh Mali

At- Pune

Karevenagar

Pune 411052

M: 8888121964

E: rushikeshmali664@gmail.com

Subject: Offer Letter of Intent for Appointment on Traineeship

Dear Mr Rushikesh Mali,

Following the recent interview and discussion you had with us, we are pleased to extend an offer based on the terms and conditions stipulated hereunder;

Designation : Trainee (Grade: MG-9)
Department : Hr, IR & Admin
Location : Kalyani Forge Limited, Corporate Office, Koregaon Bhima, Pune
Date of Joining : 15.07.2023 or earlier
Stipend : Rs. 300,000
Training Period : Twelve (12) Months

You are requested to bring your most recent passport size photograph (3 copies) along with copies of following documents along with original for verification at the time of joining.

- 1 Educational Qualifications
- 2 Experience Certificates
- 3 Proof of Last Drawn Salary / Salary Slip
- 4 Current Employer Relieving letter
- 5 PAN Card and Aadhar Card
- 6 Medical Fitness Certificate

We look forward to welcome you as part of our team and believe you will find this opportunity mutually challenging and rewarding.

We would like to receive your response within three (03) days of receipt of this letter and request you to submit your accepted resignation letter as an acceptance of this letter.

Sincerely,

For Kalyani Forge Limited

Mr. Viraj Kalyani
Executive Director

Encl.: Annexure 1 - Gross CTC Break-up

With the signature below, I accept this letter of intent & confirm my joining on:

This is a system generated letter, hence does not require a signature of the issuer.

62 63
93
30

OFFER LETTER

25th August 2022

Dear Mr. **Ganesh Kalshetti**,

Welcome to the **SkyQuest Technology Group!**

We are pleased to extend to you this offer of a full-time Internship opportunity as a **Market Research Intern**. If you accept this offer, you will begin your internship with the Company from **29th August 2022 to 29th October 2023** and will be expected to work with full dedication. This will be a **work-from-home** offer. As an intern, you will receive **"Temporary employment"** status.

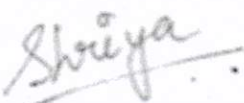
As discussed, this can be extended as well as per your availability. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding.

For SkyQuest Technology Group



Yours sincerely,

SHRIYA DAMANI
CEO & CO - FOUNDER

1 Office: 1, Apache way, West ford, MA 01886, USA | IN Office: B-501, Krishna Complex, Off S G Highway, Ahmedabad, Gujarat - 380 054, INDIA Ref:

HRIOL-001M06Y22

SKYQUEST

Acknowledgement

I acknowledge the above mentioned offer. I have read it and I acknowledge that as a SkyQuest Intern Employee, I am required to comply with the guidelines described therein and failure to do so may subject me to action as per my Employment terms and relevant company policies.

Signature:

Date:

Please submit this Acknowledgement to the Human Resource department latest by 25th August '2022.

2 Office: 1, Apache way, West ford, MA 01886, USA | IN Office: B-501, Krishna Complex, Off S G Highway, Ahmedabad, Gujarat - 380 054, INDIA



Dnyaneshwar B. Rao Unawane <placement@mmimert.edu.in>

Looking for Interns- Campus Placements Opportunity!

14 messages

Human Resources <hr@skyquestt.com>
To: Placement@mmimert.edu.in

Tue, Jul 12, 2022 at 2:44 PM

Hola Placement Cells!

#Skyquesttechnology is looking forward to connecting with Top and Placement cells for campus internship drives (virtual internship program) from colleges offering MBA or M.tech/ME/ M.Sc students from PAN India Location for Market Research position. While we are flexible with other given positions. (BA/ Btech/ BBA/ BE) can also apply.

We are looking to hire 100 + interns in the following domain:

- Market Researcher
- Content Writer
- Email Marketing Specialists
- International Sales
- Digital Marketing Specialist

Duration : 2/ 3 Months

We will Provide :

- Work from Opportunity
- internship completion letter
- PPO Performance Based

Write to us on hr@skyquestt.com.

Since the **Market Research** position is our utmost priority right now, I am sending you the JD regarding the same.

The internship duration would be **2 to 3 months** and the internship would be unpaid (If we get an extraordinary candidate with prior experience in the same field we would be more than happy to provide a stipend).

After the internship completion, we provide **PPO** to the selected candidates ranging from **3 LPa to 6 lpa** (depending on the candidate). Equated to 30k to 50k in-hand salary.

Perks:

- WFH
- Certificate
- PPO
- 1.5 months of incentive training would be provided. So freshers are WELCOME!

Thank you !

Regards
Roumita
HR Executive (9051722668) Job Description-Research Intern.docx
13KIMERT Placements <placement@mmimert.edu.in>
To: Human Resources <hr@skyquestt.com>
Cc: dnyanesh unawane <dnyanesh.unawane.tpo3@gmail.com>

Tue, Jul 12, 2022 at 1:38 PM

Hi Roumita,
Greetings of the day!
As discussed,
Kindly send Pune address & website.
Together we are 100%

Dnyaneshwar B.Rao Unawane
Training & Placement Officer,
MMCOE & IMERT
Marathwada Mitra Mandal's, Pune
Q91- 7972796041 | Whats app +91-940404196
placement@mmimert.edu.in / dnyanesh.unawane.tpo@gmail.com

Appreciated by Aon Cocubes, GTT, Fuel etc.

Ref: INDOMAX/HR/RK/2023/IS00164

Date: 22/05/2023

To,

Ms. Ashwini Karle

Sub: - Appointment Letter

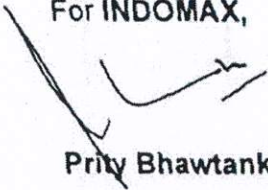
With reference to your interview & subsequent discussions; we are pleased to inform you that you have been appointed as "Management Trainee- Sales and Marketing" with effect from 22nd May 2023 for one year on the following terms and conditions.

1. Your Stipend would be Rs. 25,000/- per month with no deductions.
2. You will report to the Sr. Manager- Sales located in Pune.
3. You will not be entitled to any other allowances and facilities offered to the company's regular employees except those, which the company may extend to you in its sole discretion from time to time. You shall be entitled to 1 day of leave per month with HOD approval during the training period.
4. The training facilities offered to you do not constitute employment. The same will be liable to be withdrawn at any time without notice and/or without assigning any reasons for the same.
5. Your training facilities will automatically cease at the end of the above stipulated period.
6. You hereby agree to undertake not to disclose, divulge or communicate to any person or persons whatsoever, any information relating to the trade or business of the company received/obtained by you during your association with the Company.
7. You will present yourself to the Doctor to whom you may be directed by the company for a medical examination on the date scheduled by the company. Your continuance as a Trainee will depend on your fitness. The decision regarding your fitness will be entirely at the discretion of the Management and will not be a matter of dispute by you. The company's decision will be final.
8. You will communicate to the Company any change in the address given by you in the application form. Any communication sent to you at the address last given by you will be deemed to be a duty server on you.

9. On completion of your training on the expiry of the above or withdrawal of the training facilities as per Clause 3 above, you will hand over the charges to your immediate superior or any such person assigned by him and obtain a clear discharge before claiming dues.
10. You will have to work in shifts or on the sites as per the directions of your superiors. Your services are liable to be transferred anywhere in India at the offices, factories, or sites for which you will not be entitled to any extra allowances.
11. Your job is interchangeable and you will have to undergo training accordingly.
12. In case you decide to leave the Organization before completion of the Training Period, you will inform the Company in writing one month in advance.

Please sign and return the duplicate copy of this letter and enclosures as a token of having accepted the conditions stipulated in the offer of Training Facilities. In case the terms are acceptable kindly sign the duplicate of the letter as a token of acceptance.

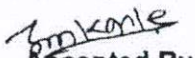
For INDOMAX,



Prity Bhawtankar

Chief Human Resources Officer

I have read & understood the terms & conditions of the letter. I accept the same and shall abide by the same.


Accepted By

Ashwini Karle

Private & Confidential

Date : 22/11/2022

RASHMI SANTOSH DUMBRE

AKHADE PG TADIWALA ROAD NEAR GANPATI MANDIR

MAHARASHTRA -411001

APPOINTMENT LETTER

Dear RASHMI SANTOSH DUMBRE,

Subsequent to the meetings between Concentrix Daksh Services India Private Limited (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile, would be Advisor I, Customer Service. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Pune.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 01/12/2022 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) before 30/11/2022 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at Samarth.bhalke@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.4

Concentrix Daksh Services India Private Limited

Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place
New Delhi- 110001, India

91 11 68137745

CIN: U72900DL1999PTC102972

info@concentrix.com • www.concentrix.com



1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date. (Document Checklist)

2. Terms and Conditions:

2.1 Valid Passport:

(A) Comp Grade 12 & 11: Clause 2.1.1

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

(B) Comp Grade 10: Clause 2.1.2

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. In the absence of a valid passport, proof of having applied for passport should be submitted on the day of joining and a copy of your valid passport should be submitted within 90 days from date of joining. Failure to do so may lead to termination of your employment.

2.1.3 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).

2.2 While in the employment of the Company, you may be required to undergo mandatory on-the job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:

- a) Require you to undergo another training program; or
- b) Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated; or
- c) Terminate your services.

2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.

2.4 Your employment with the company shall at all times be subject to the receipt of satisfactory reference / verification checks, which may include criminal, financial and any other background checks as required by the Company based on its business requirements. The Company will terminate your employment in the event of an unsatisfactory background check. In the event of negative background verification, the company at its sole option,

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.4



may allow you to provide justification / explanation for re-verification with supporting documents, in response to its show cause notice, so issued. In such event, you will be put on 'Leave without pay' from the date of issue of show cause notice until the revised findings are received for final closure of the case.

2.5 The Company may, at its sole discretion, also require you to undergo a drug test at any time. If such drug test indicates use of an illegal drug or a non-medically prescribed controlled substance and/or alcohol dependence, the Company reserves the right to take suitable action against you, including but not limited to termination of your services.

2.6 The Company may pay you such fixed amount/ stipend as it may so decide, during the period of your undergoing structured process/ product and other essential training sessions. Performance incentive will be applicable to you only after you commence regular working in operations.

2.7 The initial period of probation is 365 days from your date of joining. You will be deemed to be confirmed at the end of the probation period unless communicated otherwise, through normal and accepted modes of employee communication within the company.

2.8 During the period of probation, your services may be terminated by either party giving the other **15 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, no such notice or notice pay shall be payable in case your services are terminated on account of failing the background check, for misconduct or if you are unable to provide sufficient documentary evidence to establish your employment history credentials.

2.9 After confirmation and thereafter, your services may be terminated at any time by either party giving the other a **30 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, due to exigencies of business, the Company at its sole discretion may not agree to take the **gross** salary in lieu of notice and ask you to serve the entire or part of the notice period. No such notice or notice pay shall be payable by the organization in case your services are terminated on account of any misconduct by you.

2.10 In the event that you are transferred by the Company to another position (which may include transfer to a new role, competency, or office) or location of the Company, the terms and conditions applicable to the new position or location (including, but not limited to the compensation and benefits, allowances, entitlements, rules, regulations and conditions of service of such new position or location) shall apply to you.

2.11 You will automatically retire on attaining the age of 58 years. The age as declared in your application shall be binding on you. An extension, however, may be given at the discretion of the Company. You may be retired earlier if found medically unfit.

2.12 While in the employment of the Company, you are in no way allowed to be employed by any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

2.13 You confirm that you have disclosed fully to the Company all your business interests whether or not they are similar to or in conflict with the business or activities of the Company. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment.

2.14 You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and authorized by the Company to assign such duties and responsibilities.

2.15 All Company Assets such as including but not limited to Laptop, ID Badge, Corporate Credit Card, Headsets and Adaptor etc. needs to be returned on or before Last Day of Employment (LDE). The employee must return the above mentioned and applicable Company assets upon demand. The employee must abide by the clauses of Undertaking Cum Declaration signed by him at the time of issuance of the Company assets. In case, employee does not return any Company asset before LDE, the Company shall be entitled to injunctive relief and to specific enforcement of the terms and provisions hereof, in addition to any other remedy to which the Company may be entitled at law or in equity.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.4



2.16 You are expected to maintain an acceptable level of performance during your tenure with the organization. Failure to meet expected standards may lead to initiation of Performance Improvement Plan and/ or termination in case of no improvement in performance.

2.17 The company will work 7 days a week, 24 hours a day. You will be required to work up to 48 hours a week and such other hours as may be reasonably required to complete your business duties. Your weekly off may not necessarily be for 2 days and not necessarily be on Sunday.

3. Confidentiality

3.1 The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your employment with the Company, any information about the interest or business of the Company or any affiliated Companies or any information pertaining to their clients and/or with the end consumers of our clients – the information you may have acquired while in the employment of the Company.

3.2 You shall not communicate to public papers, journals, pamphlets or leaflets, any information or documents, official or otherwise relating to the Company except with the prior approval of the Company.

3.3 Upon separation from the Company, you shall return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control.

3.4 You will abide by the information security policy of the company and all the rules and regulations contained therein.

3.5 Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

3.6 Information pertaining to the Company's operations shall remain confidential and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you.

3.7 During the course of your employment you may come across a lot of information related to the clients that the Company deals with and/or with the end consumers of our clients; any such information is strictly confidential and you shall not disclose it to any unauthorized person.

4. The Company expects you to respect all matters, which are Intellectual Property Rights of your current employer, and strongly discourages you to bring in to the organization, manuals, documents, papers, memos, and files etc., which are classified.

5. All communication between the employee and the Company shall deemed to have been effectively served if delivered to you personally or sent to the current residential address already mentioned here in the letter. You shall inform the Company about any change in the residential address in writing within 3 working days and get the acknowledgement. In the event of failure on the employee's part to discharge this obligation, the service of any communication shall be deemed to be complete and effective on the address mentioned herein.

6. This appointment is based on the information supplied by you in your application for employment and will otherwise be treated as null and void if a material error, in the Company's opinion is discovered and/or due to non-disclosure of relevant information about you to the company.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.4



7. The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.
8. Your continuance in employment is subject to your maintaining clean criminal and financial records.
9. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.
10. You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
11. "Female employee will be eligible for all the benefits, as applicable under the provisions of the Maternity Benefit Act, 1961, and the Rules made there-under, as amended from time to time.
12. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

It is highly recommended that before you begin your journey with Concentrix, please visit the website www.concentrix.com The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Concentrix, we're changing the world every day and we will be delighted to have you as part of our team.

Please sign the copy of this offer letter and return it to us as an indication of your interest in joining us on the given date. Please note that your employment stands confirmed only after you complete your joining formalities on the reporting date. This offer is liable to be withdrawn based on business requirements at any time prior thereto.

The terms of this offer are strictly confidential between you and the Company.

Yours sincerely,

Signature Not Verified

Digitally signed by DS CONCENTRIX DAKSH SERVICES INDIA PRIVATE LIMITED
4
Date: 2022.11.22 20:12:51 +05:30
Reason: Concentrix Hiring
Location: Pune

Authorized Signatory (Please Sign above)

I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on 01/12/2022.

Candidate Name : RASHMI SANTOSH DUMBRE

Candidate's Signature : _____

Date : _____



(66)
Dnyaneshwar B. Rao Unawane <placement@mmimert.edu.in>

FW: Offer Letter - Shubham Gulekar - Finance & Accounts

2 messages

Anjali Biradar <biradar.anjali@indomax.in>

To: "placement@mmimert.edu.in" <placement@mmimert.edu.in>

Wed, Jul 3, 2024 at 11:18 AM

Dear Sir,

FYR.

Thanks & Regards

Anjali Biradar

Human Resources – We care



NKB GROUP

NKB House, Survey No 98, Plot No 14
Bhusari Colony, Kothrud.
Pune- 411 0038, India.

Mobile Number : 87999 53616

Tel : +91 20 66815800

Website : www.nkbtechnovations.com



From: Shubham Gulekar <gulekarshubham10@gmail.com>

Sent: 31 May 2024 12:50

To: Ankit Lal <lal.ankit@nkbtechno.com>

Cc: Rupesh Kumar <kumar.rupesh@nkbtechno.com>; Anjali Biradar <biradar.anjali@indomax.in>; Sajiri Bhalerao <bhalerao.sajiri@klausmultiparking.in>

Subject: Re: Offer Letter - Shubham Gulekar - Finance & Accounts

I am accepting offer.

On Fri, 31 May, 2024, 12:30 PM Ankit Lal, <lal.ankit@nkbtechno.com> wrote:

Dear Shubham,

With reference to the interview, you had with us, we are pleased to offer you position of "MT- Finance & Accounts" with base location at Pune. Your Stipend per month would be Rs. 25,000/- (Rupees Twenty Five Thousand Only). 3LPA

All the policies of NKB Group shall be applicable to you.

You will join us on or before 3rd June 2024 and this offer is valid only until the date of joining mentioned herein.

Brief terms & conditions of employment :

Your appointment shall be subject to, your medical fitness observed during the pre-employment medical examination as well as any time during your service with us, by our panel of doctors.

Correctness and authenticity of all documents submitted, and declarations made by you.

Clear Report of Employment Verification

If any discrepancy is observed in the above, your employment will stand cancelled/ terminated with immediate effect.

You will be on Training for a period of 1 year.

A detailed letter of appointment will be issued to you after your joining the Organisation.

You are requested to submit copy of the following documents, along with original for verification, at the time of joining.

Passport size photographs-2 Nos

Proof of Date of Birth

All academic certificates

PAN card

Proof of Experience if any

Address proof

Relieving letter from your current employer if any

Proof of current salary, if any (salary slip & detailed break up of total annual salary)

Medical fitness certificate

Kindly acknowledge your acceptance of this employment offer.

Regards

Ankit Lal

Human Resources – We care



NKB GROUP

NKB House, Survey No 98, Plot No 14
Bhusari Colony, Kothrud.
Pune - 411 0038, India.
Tel : +91 87999 53613
Website : www.nkbtechnovations.com



3 attachments



image001.png
28K



image001.png
28K



image002.png
12K

Dnyaneshwar B. Rao Unawane <placement@mmimert.edu.in>
To: Anjali Biradar <biradar.anjali@indomax.in>

Wed, Jul 3, 2024 at 11:34 AM

Thanks Anjali.

Together, we make it 100% possible.

Regards,

Dnyaneshwar B. Rao Unawane

Head - Training & Placement

MMCOE & IMERT, Marathwada Mitra Mandal's, Pune

Phone: +91-7972796041 | WhatsApp: +91-9404041596

Email: placement@mmimert.edu.in | dnyanesh.unawane.tpo1@gmail.com

Website - <https://www.mmimert.edu.in/>

Recognized by Aon Cocubes, GTT, Fuel, and more.

Vision of IMERT: IMERT endeavours to be an institute of preference for Quality Management Education.

Mission of IMERT: Our mission is to impart professional Management education by providing a conducive environment to every individual to evolve as an effective management Professional, Entrepreneur and a Responsible citizen.



[Quoted text hidden]



Layam Flexi Solutions Pvt. Ltd

Letter No: LFS/A330938508/F

Date:06.04.2023

Ms.Manuja Ganesh Shewale,

Plot No.40, Vidhata Banglow, Krushnanjali Nagar,
Dabhadi Road, , S No. 145/A1/1B2, Infront of Abhinav School,
Melegaon, Nashik,
Maharashtra - 423105

Dear Ms.Manuja Ganesh Shewale,

Employment Contract

Management is pleased to offer you employment in our organization as "**Associate**", deployed at "**Fiat India Automobile Private Ltd.**" on the following Terms and Conditions.

1. Your contract of employment shall be valid for a period of **1 Year** from **06.04.2023 to 05.04.2024**.
2. The contract will stand terminated automatically as per the above referred period without any notice or communication to you, unless extended by a letter in writing.
3. The Management reserves its right to extend your temporary appointment for such period as may be necessary depending on the exigencies to the work for which you are engaged on mutual acceptance.
4. During the tenure of your contract your services could be deputed at the sole discretion of the management to any of our clients to do work pertaining to or incidental to the client's business.
5. The details of your remuneration are as per the enclosure.
6. You will be required to contribute for Provident Fund and are entitled to employer's contribution of Provident Fund as per the provisions of the Provident Fund Act.
7. You will be covered under ESI / Group accident Insurance Policy under Layam Policy and not under Fiat Policy.
8. You will be eligible for leave during the period of your contract of employment with a maximum of 18 days in a year and are governed by the rules and regulations of the company. As per Layam Leave policy, leave can be availed with prior sanction of the reporting authority in writing. In exigencies sanction may be obtained by telephone/mail or oral communication with written approval later. Employees can prefix or suffix their leaves with any holiday / weekly off, these weekly off / holidays will not be considered as leave.
9. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
10. You are advised to understand the safety norms of the deputed workplace and comply with the same.
11. The contract shall be terminable by either party giving one month notice or salary in lieu thereof.

We welcome you to the Layam family, a talent management company, which is a catalyst for growth for the organizations and individuals, and we wish you good luck in your career.

For LAYAM FLEXI SOLUTIONS PVT. LTD.,

Authorized Signatory



I hereby accept the above-mentioned terms and conditions.

Signature:

Date:

LAYAM FLEXI SOLUTIONS PVT. LTD

Registered Office : 13/1 5th Cross Street Indira Nagar Adyar Chennai - 600 020



NAME: Manuja Ganesh Shewale	Deployed At:	Fiat India Automobile Private Ltd.
CENTRE: LAYAM FLEXI SOLUTIONS (P) LTD	Department ID:	LF37431F23
DESIGNATION: Associate	Location:	Pune
P.O.E: 06.04.2023 to 05.04.2024		
D.O.B: 18.06.1999	Cost to the Company (Rs.)	
FATHER'S NAME: Ganesh Gotiram Shewale	Monthly	Annual
Basic	16500	198000
House Rent Allowance	1000	12000
Supplementary Allowance	4717	56604
Medical Allowance	0	0
Transport Allowance	0	0
Gross Salary	22217	266604
Provident Fund (Employer's Contribution)	1950	23400
ESI/Insurance (Employer's Contribution)	0	0
CTC (Cost of the Company)	24167	290004
Deductions		
Provident Fund (Employee's Contribution)	1800	21600
ESI/Insurance (Employee's Contribution)	0	0
Professional Tax	200	2400
Transport Deduction	1150	13800
Total Deduction	3150	37800
Gross Salary - Total Deduction = Net Take Home	19067	228804

Note: Taxes like Income Tax, Professional Tax, etc will be deducted as per Government rules



Accepted:

Layam Flexi Solutions Pvt. Ltd

Letter No: LFS/A330938508/F

Date:06.04.2023

Ms.Manuja Ganesh Shewale,

Plot No.40, Vidhata Banglow, Krushnanjali Nagar,
Dabhadi Road, , S No. 145/A1/1B2, Infront of Abhinav School,
Melegaon, Nashik,
Maharashtra - 423105

Dear **Ms.Manuja Ganesh Shewale,**

Employment Contract

Management is pleased to offer you employment in our organization as "**Associate**", deployed at "**Fiat India Automobile Private Ltd.**" on the following Terms and Conditions.

1. Your contract of employment shall be valid for a period of **1 Year** from **06.04.2023 to 05.04.2024**.
2. The contract will stand terminated automatically as per the above referred period without any notice or communication to you, unless extended by a letter in writing.
3. The Management reserves its right to extend your temporary appointment for such period as may be necessary depending on the exigencies to the work for which you are engaged on mutual acceptance.
4. During the tenure of your contract your services could be deputed at the sole discretion of the management to any of our clients to do work pertaining to or incidental to the client's business.
5. The details of your remuneration are as per the enclosure.
6. You will be required to contribute for Provident Fund and are entitled to employer's contribution of Provident Fund as per the provisions of the Provident Fund Act.
7. You will be covered under ESI / Group accident Insurance Policy under Layam Policy and not under Fiat Policy.
8. You will be eligible for leave during the period of your contract of employment with a maximum of 18 days in a year and are governed by the rules and regulations of the company. As per Layam Leave policy, leave can be availed with prior sanction of the reporting authority in writing. In exigencies sanction may be obtained by telephone/mail or oral communication with written approval later. Employees can prefix or suffix their leaves with any holiday / weekly off, these weekly off / holidays will not be considered as leave.
9. You will be entitled to all other statutory benefits wherever applicable during the fixed period of contract.
10. You are advised to understand the safety norms of the deputed workplace and comply with the same.
11. The contract shall be terminable by either party giving one month notice or salary in lieu thereof.

We welcome you to the Layam family, a talent management company, which is a catalyst for growth for the organizations and individuals, and we wish you good luck in your career.

For LAYAM FLEXI SOLUTIONS PVT. LTD.,

Authorized Signatory



I hereby accept the above-mentioned terms and conditions.

Signature:

Date:

LAYAM FLEXI SOLUTIONS PVT. LTD

Registered Office : 13/1, 5th Cross Street, Indira Nagar, Adyar, Chennai - 600 020.

Ph : 044-24452506 | 24456449 | 40639999 | GSTIN : 33AABCL6457A1ZW

(CIN : U74999TN2009PTC072554) | Email : connectus@layamweb.com | Website : www.layamgroup.com



NAME: Manuja Ganesh Shewale	Deployed At:	Fiat India Automobile Private Ltd.
CENTRE: LAYAM FLEXI SOLUTIONS (P) LTD	Department ID:	LF37431F23
DESIGNATION: Associate	Location:	Pune
P.O.E: 06.04.2023 to 05.04.2024		
D.O.B: 18.06.1999	Cost to the Company (Rs.)	
FATHER'S NAME: Ganesh Gotiram Shewale	Monthly	Annual
Basic	16500	198000
House Rent Allowance	1000	12000
Supplementary Allowance	4717	56604
Medical Allowance	0	0
Transport Allowance	0	0
Gross Salary	22217	266604
Provident Fund (Employer's Contribution)	1950	23400
ESI/Insurance (Employer's Contribution)	0	0
CTC (Cost of the Company)	24167	290004
Deductions		
Provident Fund (Employee's Contribution)	1800	21600
ESI/Insurance (Employee's Contribution)	0	0
Professional Tax	200	2400
Transport Deduction	1150	13800
Total Deduction	3150	37800
Gross Salary - Total Deduction = Net Take Home	19067	228804

Note: Taxes like Income Tax, Professional Tax, etc will be deducted as per Government rules



Accepted:



BADA FINANCE

OUR PROFESSIONALS WORK. YOU RELAX

BADAFINANCE S&P SERVICES LLP

Office no.119,1st floor, Hindustan kohinoor complex, LBS road, opposite surya nagar , vikhroli west ,mumbai 400083.

admin@badafinance.in

022- 4013 5107

Offer & Joining Letter

Strictly Private and Confidential

Ms. Yutika Gharge

Pan no:- CKUPG3582P

Joining Date- 3rd April 2023

Dear Yutika Gharge,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is an offer & joining letter subject to clearing the background verification, reference checks and also on academic certification (if required)

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as Business Development Manager at Bundgarden location (Pune). Your per annum fixed Cost To Company (CTC) is mentioned below annexure 1. This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company. Incentive structure will be communicated with you every month.

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws and will be communicated accordingly.

You shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter. We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

Annexure 1-

Annual CTC – 289320

Holidays- All Sunday and public holidays decided by management.

Office Timing- 10:00am to 7:00pm (any changes will be communicated to you)

Salary Date- 7th of every month (any changes will be communicated to you)

Job Role- Telesales, Customer handling

Incentive Date- with M+1 salary (e.g. Feb incentives on 7th April) (any changes will be communicated to you)

Notice period- 30 days (salary will be given on till date worked basis). If you exit without serving notice period, you will not be eligible for any pending salary.

Annual leave- Casual/privilege leaves entitlement as per prevailing leave policy

Probation Period – 6 months

Note1- If on notice period or exit you will not be eligible for coming incentives.

Note2- If found in any indiscipline or any such activity which is against company policy, termination will be done immediately without any prior notice. Final settlement will be done in next 45 days or any day which will be decided by management.

Note3- Late coming to office or extra leaves will be subject to deduction in salary as decided by management.

Note4- Will review your performance after 6 months. If promoted, your designation will be relationship manager.

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

Thanking you,

BadaFinance S&P Services LLP

Pawan Pal / Saurabh Singh

Signature

Name – Yutika Gharge

Salary Structure

Strictly Private and Confidential

Effective from 1st January 2023

To,

Yutika Gharge.

Annexure

Salary Head	Monthly	Yearly
Basic + Dearness allowance	15000	180000
House rent allowance	6060	72720
Bonus	1250	15000
Total Gross salary	22310	267720
Employer PF	1800	21600
Employer ESIC	NA	NA
Total CTC	24110	289320
Employer PF	1800	21600
Employer ESIC	NA	NA
Employee PF	1800	21600
Employee ESIC	NA	NA
Employee PT	200	2400
Total NET Salary	20310	243720

Note : Any taxes if applicable will be deducted.

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

Signature

BadaFinance S&P Services LLP

Pawan pal/ Saurabh Singh

Signature

Yutika Gharge

Offer & Joining Letter

Strictly Private and Confidential

Ms. Yutika Gcharge

Pan no:- CKUPG3582P

Joining Date- 3rd April 2023

Dear Yutika Gcharge,

With reference to your application and the subsequent discussions you had with us, we are pleased to extend this offer of employment to you. This is an offer & joining letter subject to clearing the background verification, reference checks and also on academic certification (if required)

Upon your acceptance of the offer letter and your appointment with the Company, you shall be designated as Business Development Manager at Bundgarden location (Pune). Your per annum fixed Cost To Company (CTC) is mentioned below annexure 1. This CTC will be subject to review based on your performance and other criteria's, as may be decided by the company from time to time.

You may be entitled to a performance based variable incentive plan/bonus, depending on your performance as well as the overall performance of the Company. This incentive plan/bonus is however subject to necessary approvals and sanctions by the management of the Company. Incentive structure will be communicated with you every month.

All amounts payable to you are subject to deduction of Taxes, Cess , Charges, Levies and other contributions that may be applicable from time to time and required to be made under the existing laws and will be communicated accordingly.

You shall be bound by the terms and conditions of your appointment, internal policies of the Company, process and procedures, code of conduct and confidential norms as may be applicable from time to time

This offer letter is confidential and you agree and undertake to keep this letter of offer and the contents thereof confidential. All the information shared with you at the time of interview regarding the Company and its Group is confidential and shall be kept confidential.

Kindly confirm your affirmation by signing a duplicate copy of this letter and return a copy of this letter. We look forward to your working with us and to make our Company a most preferred employer in financial services industry.

Annexure 1-

Annual CTC – 289320

Holidays- All Sunday and public holidays decided by management.

Office Timing- 10:00am to 7:00pm (any changes will be communicated to you)

Salary Date- 7th of every month (any changes will be communicated to you)

Job Role- Telesales, Customer handling

Incentive Date- with M+1 salary (e.g. Feb incentives on 7th April) (any changes will be communicated to you)

Notice period- 30 days (salary will be given on till date worked basis). If you exit without serving notice period, you will not be eligible for any pending salary.

Annual leave- Casual/privilege leaves entitlement as per prevailing leave policy

Probation Period – 6 months

Note1- If on notice period or exit you will not be eligible for coming incentives.

Note2- If found in any indiscipline or any such activity which is against company policy, termination will be done immediately without any prior notice. Final settlement will be done in next 45 days or any day which will be decided by management.

Note3- Late coming to office or extra leaves will be subject to deduction in salary as decided by management.

Note4- Will review your performance after 6 months. If promoted, your designation will be relationship manager.

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

Thanking you,

BadaFinance S&P Services LLP

Pawan Pal / Saurabh Singh

Signature

Name – Yutika Gharge

Salary Structure

Strictly Private and Confidential

Effective from 1st January 2023

To,

Yutika Gharge.

Annexure

Salary Head	Monthly	Yearly
Basic + Dearness allowance	15000	180000
House rent allowance	6060	72720
Bonus	1250	15000
Total Gross salary	22310	267720
Employer PF	1800	21600
Employer ESIC	NA	NA
Total CTC	24110	289320
Employer PF	1800	21600
Employer ESIC	NA	NA
Employee PF	1800	21600
Employee ESIC	NA	NA
Employee PT	200	2400
Total NET Salary	20310	243720

Note : Any taxes if applicable will be deducted.

I have read and understood the above terms and conditions of the offer and hereby accept the offer.

Signature

BadaFinance S&P Services LLP

Pawan pal/ Saurabh Singh

Signature

Yutika Gharge

Kochi, 31/December/2021

Dear **YASH VILAS KHEDEKAR**
S/O, **VILAS KHEDEKAR,256, NEAR KANYA SHALA, ,MHASLA,RAIGARH**
RAIGARH,CHHATTISGARH
402105

We thank you for your interest shown in joining the Geojit family.

Referring to your application and the subsequent interview, we are pleased to offer you the position of **DEALER-JUNIOR EXECUTIVE TRAINEE** in **DX-PUNE DECCAN**. You are requested to join at the earliest.

The salary Offered to you is given below and details are attached.

Salary Details	
Cost to the Company(CTC)	24000.00
Gross Salary	22200.00

The salient features of the offer are as follows:

- You will be under training for a period of six months.
- On completion of training, you will be posted on probation for a period of six months, you will have to pass the required industry certifications which would be mentioned in the appointment letter.
- * Your performance as against the goals assigned to you will be constantly monitored.
- * Formal appointment letter will be issued after your joining the Company.
- * This Offer is valid for a period of 95 days from the date of issue, or till the time exception given.

You shall mandatorily furnish the following documents for completing the joining formalities (Please bring all the originals and copies for verification:

1. Four passport size photographs.
2. Certificate as proofs of age (SSLC/Birth certificate).
3. All Marklist & Certificates from 10th Standard onwards.
4. Medical fitness certificate from a registered medical practitioner.
5. Photo ID Proof - Passport/Election ID/Driving License/Aadhaar card/PAN card.
6. Address Proof - Passport/Driving License/Aadhaar card/BSNL Landline Telephone Bill/Bank Passbook/Ration card/Rental Agreement.
7. PAN card.
8. Aadhaar card
9. Salary slip from previous employer.
10. Relieving letter/Resignation acceptance/experience certificate from previous employers.

Please bring this letter when you report to our office. Your acknowledgement by reply mail is required for taking this offer forward.

George P. Raphael
Deputy General Manager - HR

Copy to
HR Department
State Head, MAHARASHTRA
Regional Manager, PUNE

This is a system generated letter and hence signature is not required.

ANNEXURE		
Fixed Pay Elements	(Per Month)	(Annually)
Basic	4680	56160
House Rent Allowance	2340	28080
City Compensatory Allowance	3000	36000
Education Allowance	200	2400
Conveyance Allowance	1600	19200
Medical Reimbursement	1250	15000
Special Allowance	7239	86868
Assured Bonus	1891	22692
Fixed Pay (Total)	22200	266400
Gross Pay (Total)	22200	266400

Employer contributions to Retiral/Welfare schemes		
Contribution towards Provident Fund	1800	21600

Cost to the Company_CTC	24000	288000
--------------------------------	--------------	---------------

Employee contributions to Retiral/Welfare schemes		
Employee contribution towards EPF	1800	21600
Employee contribution towards ESIC	0	0

George P.Raphael
 Deputy General Manager - HR

Pragati Multi Services Pvt. Ltd.

Plot No. R-2/4, Opp. High Court, Beside Hotel Rama International,
Aurangabad. Mob.: 9405564235. E-mail : pragatimspl@gmail.com



PMSPL/HR/FTA/23/0462
Date: 01.02.2023

To,
Mr Shubham Kumbhar
Ota Vasahat-4, Near Shani Maruti Temple,
Archana Society, Erandwana,
Deccan Gymkhana, Pune (MH) 411 004

Sub. : Fixed Term Appointment.

Dear Mr Kumbhar,

With reference to your application / our discussion, we are pleased to appoint you as "**Executive - Advt. (Classified)**" our company for a fixed and specific period which will be commencing from your date of joining and shall automatically come to an end on **30.06.2024** on the following terms & conditions:

- 1] **BASIC SALARY & ALLOWANCES (Compensation Package Details):-**
 - a) The details of your compensation package are attached as Annexure-'A' to this letter.
 - b) It is agreed by you that in case of any change in law or implementation of new codes by the central government or the state government, the company shall have the rights to change your salary structure. You consent that, you have no objection to such changes made by the company that will alter the structure of your cost-to-the-company (CTC) and may result in increase or decrease in your take home salary. You also waive any notice that may be contemplated by law. It is agreed that no separate letter or no objection and/or consent shall be required from you for changing/restructuring the salary structure.
- 2] **TAXATION:-** Your emoluments will be subject to deduction of various taxes applicable to you.
- 3] **TRANSFER/ASSIGNMENTS/DEPUTATION/RE-DESIGNATION:-** You would be initially placed at **Pune**. Your services are liable for transfer/ assignment/ deputation anywhere within the country at any time. Further you are also liable to transfer/ assignment/deputation to any other department or to any of the existing or proposed unit and /or the units / offices which shall come in existence henceforth as and when required. You will be re-designated as per requirement of company.
- 4] **SEPARATION:-** a) This contract of employment can be terminated by either side by giving one month's notice in writing or one month's salary in lieu of notice. Such notice will not be necessary if your services are dispensed with for committing act/s or misconduct. Further, the management shall have absolute discretion to waive notice period fully and / or partially and shall be entitled to effect and /or accept the termination of your employment either with immediate effect or with effect from any date as it may deem fit and proper and shall relieve you accordingly.
b) In addition to above, if you remain absent from duties without intimation and/or Prior permission and/or without sanction of leave for six consecutive days notwithstanding the reasons there for the management shall presume that, you have no interest left to continue with us and you have terminated this contract of employment on your own without any notice, wherein, you will be liable for deduction of month's notice pay from your full and final settlement.
- 5] **REFERENCE CHECK:-** This appointment is made on the basis of the information given by you, and contained in your application, which is undertaken by you to be true and correct. If by way of reference check or by any other means the information provided by you is found to be false, misleading or deliberately concealed, the management will have the right to terminate your services forthwith without any notice or compensation, even after you have joined our company.

Contd. on ...2

Date: 01.02.2023

Name: Shubham Kumbhar

Signature: _____



- 6] **CONFIDENTIALITY OF INFORMATION:-** You are expected to maintain utmost secrecy in regard to affairs of the company and shall keep confidential any information, where written or oral, which relates to operations of the business or financial affairs or proposed methods of operations, accounts, transactions, proposed transactions, secured information, trade secrets, know-how or clients, agents, contractors or vendors even after you leave the employment of the company and during your life time and shall not divulge such information to any print Media, Electronic Media, Facebook etc., TV channels, Advertisement Agencies, Agent/Vendors & its associations, competitors of the company.

You shall not divulge to any person or print Media, Electronic Media, Facebook etc., TV channels, Advertisement Agencies, Agent/Vendors & its associations, competitors of the company any information you get during your employment since your joining and after termination thereof, regarding the writing a book / column, operations, trade, and business of the company. Upon termination of your employment, you will immediately surrender to company all documents whether in electronic or physical form and any other property entrusted to you during the course of your employment and even after you leave the employment of the company and during your lifetime.

Breach of this provision will make you liable for action for criminal and civil breach of trust.

- 7] **JURISDICTION:-** Even though the company may depute you for work to any location in India, the jurisdiction concerning any dispute arising out of this contract of employment will be the courts at Aurangabad only.

- 8] **INTELLECTUAL PROPERTY RIGHTS:-** All intellectual property rights, including but not limited to, patents, copy rights, designs and trademark developed by you during your office time or using company infrastructure or while performing discharging official duties shall be sole and exclusive property of the company and the same shall be deemed to be work made for hire. The copyright and intellectual property rights of all material produced by you during your tenure shall vest with Pragati Multi Services Pvt. Ltd.

Any official communication of confidential nature shall be kept by you with all possible safeguards and shall be destroyed after the purpose is served. The company reserves the right to proceed against you and recover damages where any such intellectual property rights are found to be breached by you.

- 9] **OTHER TERMS AND CONDITIONS:-**

- You shall be governed by the rules and regulations of the organization, which are in force and/or are framed from time to time. The terms and conditions of service can be changed without any reference to you and the same shall be binding upon you as is applicable to other employees of your grade/level/function/department of the company.
- You shall communicate the change, if any, in your permanent/present residential address/telephone/ mobile number hereafter immediately, failing which communication sent to you at your notified address, shall be deemed to have been received by you.
- You shall throughout your service with the company, conduct yourself in a manner befitting a responsible employee of the company and maintain absolute integrity.
- You shall hold yourself ready for any training at any place or places whenever required with in India.
- During your service tenure with us you should not work on regular/part time basis for any outside organization or run any side business directly or indirectly.

Contd. on... 3

① D. M. Par

Date: 01.02.2023

Name: Shubham Kumbhar

Signature: _____



- f) Also, you may be called upon to work / duties on any holiday by the management and you will be eligible for compensatory off or compensation against attending the duties on said holiday. However, the management has reserved its rights to give compensatory off or compensation against/in lieu of working on any holiday. Such compensatory off if given can be availed within stipulated period as per norms; failing which the same shall be lapsed. In no case, this compensatory off shall be credited to leave accounts.
- g) At the time of your separation either by termination or resignation, any outstanding amount pertaining to notice pay, salary advance, staff loan, outstanding of Advt. (which were received through you), Receivables, Circulation as well as Deepotsav, Kaldarshika and outstanding of any other dept. etc. shown in your account through clearance note would be recovered from your Full & Final Settlement, which please note for these purposes, no separate consent/authority letter would be required from you.
- 10] **MEDICAL EXAMINATION:-** The company reserves the right to get you medically examined by a medical practitioner nominated by the company and your further employment will depend on your being found fit.
- 11] **SECURITY:-** Security is an important aspect of the operations of the company. We have security personnel deployed at all necessary points in the office. You would be required to follow all the security instructions given by the Administration and comply with requirements of the security personnel deployed at various points. You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments to your computer systems.

Please return the duplicate copy of this letter, duly signed by you in token of your acceptance of the above terms and conditions.

We welcome you to our organization and wish you a long and satisfying career with us.

For Pragati Multi Services Pvt. Ltd.

Director

Encl.: Annexure-'A'

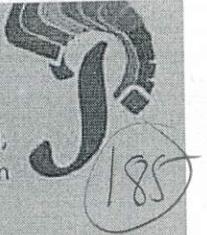
I have carefully read and has understood the above terms and conditions. I hereby undertake to strictly abide with the same and joining duties from 01.02.2023.

Name: Mr Shubham Kumbhar

Signature: _____

Pragati Multi Services Pvt. Ltd.

Plot No. R-2/4, Opp. High Court, Beside Hotel Rama International,
Aurangabad. Mob.: 9405564235. E-mail : pragatimspl@gmail.com



PMSPL/HR/FTA/23/0462
Date: 01.02.2023

To,
Mr Shubham Kumbhar
Ota Vasahat-4, Near Shani Maruti Temple,
Archana Society, Erandwana,
Deccan Gymkhana, Pune (MH) 411 004

Sub. : Fixed Term Appointment.

Dear **Mr Kumbhar**,

With reference to your application / our discussion, we are pleased to appoint you as "Executive - Advt. (Classified)" our company for a fixed and specific period which will be commencing from your date of joining and shall automatically come to an end on **30.06.2024** on the following terms & conditions:

- 1] **BASIC SALARY & ALLOWANCES (Compensation Package Details):-**
 - a) The details of your compensation package are attached as Annexure-'A' to this letter.
 - b) It is agreed by you that in case of any change in law or implementation of new codes by the central government or the state government, the company shall have the rights to change your salary structure. You consent that, you have no objection to such changes made by the company that will alter the structure of your cost-to-the-company (CTC) and may result in increase or decrease in your take home salary. You also waive any notice that may be contemplated by law. It is agreed that no separate letter or no objection and/or consent shall be required from you for changing/restructuring the salary structure.
- 2] **TAXATION:-** Your emoluments will be subject to deduction of various taxes applicable to you.
- 3] **TRANSFER/ASSIGNMENTS/DEPUTATION/RE-DESIGNATION:-** You would be initially placed at **Pune**. Your services are liable for transfer/ assignment/ deputation anywhere within the country at any time. Further you are also liable to transfer/ assignment/deputation to any other department or to any of the existing or proposed unit and /or the units / offices which shall come in existence henceforth as and when required. You will be re-designated as per requirement of company.
- 4] **SEPARATION:-** a) This contract of employment can be terminated by either side by giving one month's notice in writing or one month's salary in lieu of notice. Such notice will not be necessary if your services are dispensed with for committing act/s or misconduct. Further, the management shall have absolute discretion to waive notice period fully and / or partially and shall be entitled to effect and /or accept the termination of your employment either with immediate effect or with effect from any date as it may deem fit and proper and shall relieve you accordingly.
b) In addition to above, if you remain absent from duties without intimation and/or Prior permission and/or without sanction of leave for six consecutive days notwithstanding the reasons there for the management shall presume that, you have no interest left to continue with us and you have terminated this contract of employment on your own without any notice, wherein, you will be liable for deduction of month's notice pay from your full and final settlement.
- 5] **REFERENCE CHECK:-** This appointment is made on the basis of the information given by you, and contained in your application, which is undertaken by you to be true and correct. If by way of reference check or by any other means the information provided by you is found to be false, misleading or deliberately concealed, the management will have the right to terminate your services forthwith without any notice or compensation, even after you have joined our company.

Contd. on... 2

Date: 01.02.2023

Name: Shubham Kumbhar

Signature: _____



- 6) **CONFIDENTIALITY OF INFORMATION:-** You are expected to maintain utmost secrecy in regard to affairs of the company and shall keep confidential any information, where written or oral, which relates to operations of the business or financial affairs or proposed methods of operations, accounts, transactions, proposed transactions, secured information, trade secrets, know-how or clients, agents, contractors or vendors even after you leave the employment of the company and during your life time and shall not divulge such information to any print Media, Electronic Media, Facebook etc., TV channels, Advertisement Agencies, Agent/Vendors & its associations, competitors of the company.

You shall not divulge to any person or print Media, Electronic Media, Facebook etc., TV channels, Advertisement Agencies, Agent/Vendors & its associations, competitors of the company any information you get during your employment since your joining and after termination thereof, regarding the writing a book / column, operations, trade, and business of the company. Upon termination of your employment, you will immediately surrender to company all documents whether in electronic or physical form and any other property entrusted to you during the course of your employment and even after you leave the employment of the company and during your lifetime.

Breach of this provision will make you liable for action for criminal and civil breach of trust.

- 7) **JURISDICTION:-** Even though the company may depute you for work to any location in India, the jurisdiction concerning any dispute arising out of this contract of employment will be the courts at Aurangabad only.

- 8) **INTELLECTUAL PROPERTY RIGHTS:-** All intellectual property rights, including but not limited to, patents, copy rights, designs and trademark developed by you during your office time or using company infrastructure or while performing discharging official duties shall be sole and exclusive property of the company and the same shall be deemed to be work made for hire. The copyright and intellectual property rights of all material produced by you during your tenure shall vest with Pragati Multi Services Pvt. Ltd.

Any official communication of confidential nature shall be kept by you with all possible safeguards and shall be destroyed after the purpose is served. The company reserves the right to proceed against you and recover damages where any such intellectual property rights are found to be breached by you.

- 9) **OTHER TERMS AND CONDITIONS:-**

- You shall be governed by the rules and regulations of the organization, which are in force and/or are framed from time to time. The terms and conditions of service can be changed without any reference to you and the same shall be binding upon you as is applicable to other employees of your grade/level/function/department of the company.
- You shall communicate the change, if any, in your permanent/present residential address/telephone/ mobile number hereafter immediately, failing which communication sent to you at your notified address, shall be deemed to have been received by you.
- You shall throughout your service with the company, conduct yourself in a manner befitting a responsible employee of the company and maintain absolute integrity.
- You shall hold yourself ready for any training at any place or places whenever required with in India.
- During your service tenure with us you should not work on regular/part time basis for any outside organization or run any side business directly or indirectly.

D. M. Rai

Contd. on... 3



- f) Also, you may be called upon to work / duties on any holiday by the management and you will be eligible for compensatory off or compensation against attending the duties on said holiday. However, the management has reserved its rights to give compensatory off or compensation against/in lieu of working on any holiday. Such compensatory off if given can be availed within stipulated period as per norms; failing which the same shall be lapsed. In no case, this compensatory off shall be credited to leave accounts.
- g) At the time of your separation either by termination or resignation, any outstanding amount pertaining to notice pay, salary advance, staff loan, outstanding of Advt. (which were received through you), Receivables, Circulation as well as Deepotsav, Kaldarshika and outstanding of any other dept. etc. shown in your account through clearance note would be recovered from your Full & Final Settlement, which please note for these purposes, no separate consent/authority letter would be required from you.
- 10] **MEDICAL EXAMINATION:-** The company reserves the right to get you medically examined by a medical practitioner nominated by the company and your further employment will depend on your being found fit.
- 11] **SECURITY:-** Security is an important aspect of the operations of the company. We have security personnel deployed at all necessary points in the office. You would be required to follow all the security instructions given by the Administration and comply with requirements of the security personnel deployed at various points. You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments to your computer systems.

Please return the duplicate copy of this letter, duly signed by you in token of your acceptance of the above terms and conditions.

We welcome you to our organization and wish you a long and satisfying career with us.

For Pragati Multi Services Pvt. Ltd.

Director

Encl.: Annexure-'A'

I have carefully read and has understood the above terms and conditions. I hereby undertake to strictly abide with the same and joining duties from 01.02.2023.

Name: Mr Shubham Kumbhar

Signature: _____

ANNEXURE-'A'
DETAILS OF COMPENSATION PACKAGE



Name : Mr Shubham Kumbhar

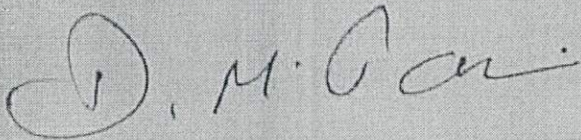
Particulars		P.M.	P.A.
Basic Salary	₹	12000.00	144000.00
H.R.A.	₹	4800.00	57600.00
Special Allowance	₹	4650.00	55800.00
Gross (A)	₹	21450.00	257400.00
P.F. Employer Contribution	₹	1800.00	21600.00
ESIC Employer Contribution	₹	0.00	0.00
Bonus/Ex-gratia	₹	750.00	9000.00
Total (B)	₹	2550.00	30600.00
Fixed CTC (A+B)	₹	24000.00	288000.00
Deductions			
P.F. Employee Contribution	₹	1800.00	21600.00
ESIC Employee Contribution	₹	0.00	0.00
P. Tax	₹	200.00	2400.00
Total Deductions(C)	₹	2000.00	24000.00
Net to Pay (A-C)	₹	19450.00	233400.00
PLP - up to	₹	0.00	0.00
Total CTC (Incl. PLP)	₹	24000.00	288000.00

PA Policy : ₹ : 550000.00 (As per E.C. act)

Special Allowance: You are not eligible for Gratuity for any tenure. However, the management is paying you additional lump sum amount under the head of special allowance inclusive of Variable Pay/ LTA/ Gratuity as additional benefit, which please note.

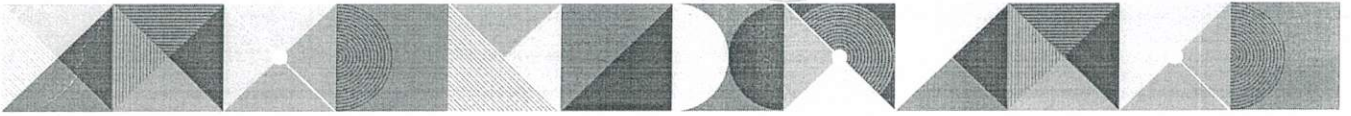
Insurance : You will be covered under Personal Accident policy as per norms, if you are not covered under ESIC.

PLP: It is depend upon decided yearly achievement and will be paid as per norms only. (If Applicable) It will not be paid to those who are not on roll and those who are on notice period at the time of disbursement of PLP.


D. M. Patil
Director

Date: 01.02.2023

Accepted _____



111

100

71

May 5th 2023

Dear Mahesh Jadhav

Thank you for taking the time for interview for the Hiring & management position.

I am pleased to inform you that we are offering you the position of Hiring & management position.

We believe your past experience and strong specific skills will be an asset to the company. Your starting salary will be 2.8lpa with a start date of first week of may.

You will be on probation period for the first three months where you will be trained and observed by the company.

Please acknowledge your acceptance of the offer by reverting back to this email.

Warm Regards,

Pushparaj Banait

Hiring & Sales Team

8208490314

Krish.infotech0620@gmail.com



Krish Infotech

V-17, Ballal House,
Kothrud, Pune
-411038
Maharashtra, India

29th Dec, 2021

Offer Letter

To,
Mr. Ashish Shamrao Mahangade,

With reference to your interview, we are pleased to offer you a position as "Trade and Transaction Operator" with CTC of Rs. 22000/- per month and your date of joining would be 5th Jan, 2022. The breakup of your monthly salary is as below:

Annexure - Detailed CTC Breakup per Month		
Name of Employee – Mr Ashish Shamrao Mahangade.		
Salary Components	Amount	P.M.
A. Salary Break Up		
Basic	15000.00	P.M.
House Rent Allowance	750.00	P.M.
Other Allowance	2604.00	P.M.
Total (Gross Pay)	18354.00	P.M.
B. Accruals		
Statutory Bonus	1250.00	P.M.
Total Accrual	1250.00	P.M.
C. Employer Contributions		
PF (Employer contribution)	1800.00	P.M.
ESIC (Employer contribution)	596.00	P.M.
Total Employer Contribution	2396.00	P.M.
A+B+C Cost to company (CTC)	22000.00	P.M.
D. Deductions		
PF (Employees contribution)	1800.00	P.M.
ESIC (Employees contribution)	138.00	P.M.
Medicclaim	200.00	P.M.
Profession Tax	200.00	P.M.
Total deductions	2338.00	P.M.
A-D Net Take Home	16016.00	P.M.
Note: *Income tax deductions on above will be applicable as per IT rules.		
<i>*Statutory Bonus will be paid on quarterly basis</i>		
<i>*The offer and the employment will be confirmed subject to the background verification only.</i>		
<i>*Your contract is for a period of 8 month from 5th Jan, 2022 to 2nd Sep, 2022 which can be extended based on project requirement</i>		

Note:

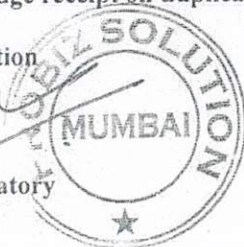
Pre appointment conditions: This offer of employment is conditional on:

- The receipt of references, which are satisfactory to us.
- Proof of educational and professional qualifications and proof of identity

Please acknowledge receipt on duplicate of this letter and indicate the date of your joining.

For, Probiz Solution

Authorized Signatory



Private & Confidential

Date: 27-November-2023

Ms. Pooja Saini

Bhosari,Pune

Appointment Letter

Dear Pooja,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1.Date of Joining

Your appointment is effective from the Date of Joining (DOJ), which shall be as early as possible as but not later than **DOJ (29-11-2023)**. In case your DOJ is after the payroll cutoff date, as determined by the Organization, the payment of salary & other applicable one-time payments (if any) will be made in the subsequent month's payroll.

2.Salary

Your gross compensation will be **Rs.2,60,368/- (Rupees Two Lakhs Sixty Thousand Three Hundred and Sixty-Eight only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Annexure I. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3.Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e.**Rs. 9,423/- (Rupees Nine Thousand Four Hundred and Twenty-Three only)** per annum, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to 200% of your Performance Incentive. Your incentive payout will happen **monthly**.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700
Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAL- 5010 - ('Registered with Limited Liability') *
(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

GSC/AFOL/Ver1.1

4. Salary Review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation **for 6 months** from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months, it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **30 days'** notice by either party.

8. Other Work

Your position is a **Full-time employment** with the Company, and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

9. Working Hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential Information

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been :

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the company desires to protect against unrestricted disclosure or use.

12.2 Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours;
- is known and has been reduced into tangible form by you prior to the time of disclosure;
- is independently developed by you without access to or use of the proprietary information;
- is generally made available to you by the Company without restriction on disclosure; or
- is disclosed by you with the Company's written consent

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise

12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.

~~12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.~~

12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.

12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, inter alia, injunctive relief.

13. Intellectual Property Rights

- 13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.
- 13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.
- 13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration

14. Protection of Interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

15. Past Records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

16. Termination Notice

On successful completion of the service agreement /Probation your employment is terminable by One months (**30 days**) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving **the one months'** notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company .

17. After Termination

On termination of employment, you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

19. Conditional Offer

This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

20. Consent for Sharing of Data

Subject to applicable law, you, by signing this agreement, give your consent to the holding and processing of Personal data provided by you to GSC for all purposes relating to your employment including, but not limited to:

- Administering and maintaining personnel records
- Paying and reviewing salary and other remuneration and benefits.
- Providing and administering benefits (including if relevant, pension and medical insurance)
- Undertaking performance appraisals and reviews.
- Maintaining sickness and other absence records.
- Taking decisions as to your fitness for work
- Providing references and information to future employers, and if necessary, governmental and quasi- governmental bodies for social security and other purposes, HM Revenue & Customs and Contributions.
- Agency providing information to future purchasers of the Company or of the business in which you work; and
- Transferring information concerning you to a country or territory outside your country of residence

21. Obligations after Employment

On termination of your employment you agree that you will not, either directly or indirectly for a period of 12- months following your last day of employment on your own behalf or on behalf of another person.

- Seek, canvas, solicitor accept from any person who was Client or Potential Client of the GSC, or any Associated Company, any financial services or insurance business of the type offered by the Company, or any Associated Company.
- Seek to persuade any Client or Potential Client of GSC, or of any Associated Company, not to conduct or renew any financial services or insurance business with GSC, or any Associated Company, or to terminate such business.
- You agree that the compensation payable under this agreement is sufficient consideration for this clause, and the time and character limitations are reasonable and will not impair your ability to earn a living.

'Associated Company' means any member of the Gallagher Service Center LLP and Arthur J. Gallagher & Co. group of companies and includes any individual, corporation, partnership, limited liability company, association, trust or other entity that directly or indirectly controls, or is controlled by GSC or Arthur J. Gallagher & Co.

'Client' means any person to whom you have sold any financial or insurance services or products on behalf of GSC or any Associated Company, or who you knew was provided with such services or products, at any time during the 12 months before your effective date of termination (or whilst you were employed if less than 12 months).

'Potential Client' means any person with whom you had contact at any times in the period of 12 months immediately preceding the termination of your employment, who has communicated an interest to the GSC or any Associated Company in purchasing.

22. Non-Compete

You covenant and agree that, in the course of your employment with GSC, you would have access to confidential information of GSC and the Group Company and its clients, proprietary contents, privileged information and technical knowhow, which information if known to people or entities outside GSC and the Group Company (including but not limited to competitive businesses) may cause irreparable damages and losses to GSC and the Group Company. You hereby agree that during the term of your employment with GSC and for twelve (12) months after the termination thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, anywhere in India or abroad, on behalf of any Competitive Business, perform any services or duties which are substantially similar to your services or duties with GSC. The direct competitors of the Company that you shall not perform duties with, are:

- Willis Towers Watson
- AON
- Marsh

In the event of you joining any company having similar lines of business as GSC or the Group Company or direct competitors, to perform any services or duties which are substantially similar to your employment with GSC, you irrevocably agree that GSC and the Group Company shall be entitled to equitable and monetary relief. You hereby without any condition irrevocably agree to pay a sum as specified by GSC towards liquidated damages to GSC and the Group Company. This is over and above any other dues payable by you to GSC.

"Competitive Business" means any person, company or entity which competes or proposes to compete with GSC or the Group Company.

23. Non Solicitation

You are covenant and agree that during the course of your employment with GSC and for twelve (12) months after the termination thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any employee of GSC, with whom you had personal contact or supervised while performing your Job Duties, to terminate their employment relationship with GSC or otherwise act contrary to the interests of GSC



24. Jurisdiction

This agreement shall be governed by and construed in accordance with the laws of the Republic of India and subject to exclusive jurisdiction of the courts in Pune and no other courts shall have the jurisdiction to entertain and try any matters relating to or arising from and out of the provisions of this letter.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours faithfully,
For Gallagher Service Center LLP

A handwritten signature in black ink that reads 'Azeem Asgher'.

Azeem Asgher
Senior Business Leader - Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Candidate's Name & Signature.

Place & Date.

Annexure I

Name	Pooja Saini	
Designation	Process Associate	
Total Emoluments	245000	
Performance Based Incentive	4%	
Location	Pune	
Emoluments(A)	Per Annum	Per Month
Basic	175,000	14,583
House Rent Allowance	18,000	1,500
Statutory Pay	15,413	1,284
Special Allowance	5,564	464
Employer's Contribution to Provident Fund	21,600	1,800
Fixed Emolument	235,577	19,631
Performance Based Incentive **	9,423	785
Emoluments Total (A)	245,000	20,417
Benefits B		
Employer's contribution to ESI	6,955	580
Medical Insurance Premium	-	
Gratuity	8,413	701
Benefits Total (B)	15,368	1,281
Cost To Company (CTC): Total (A+B)	260,368	21,697
Deductions		
Employer's Contribution to Provident Fund		1,800
Employee's Contribution to Provident Fund		1,800
Employee's Contribution to ESI		134
Professional Tax		200
Net (Excluding Income Tax)	Fixed - Deductions	15,697

330

** PBI Monthly Calculation is indicative and purely based on the Employee performance

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4,000/- upon clearing international domain certification.

This appointment letter is subject to clearance of Background verification checks.

Agreed and Accepted

Candidate's Name & Signature

Annexure II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year
Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion
Performance Based Incentive	* Paid monthly up to 200% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	*As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation
ESI Employer contribution	*As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 3.25% of monthly earnings
Mediclaim insurance	Applicable Only if you don't fall under ESI bracket. Premium for Insurance coverage as indicated below : Medical insurance cover of Rs. 3 Lakhs Accident Cover 2-time annual CTC. Term life coverage up to 3 time annual CTC (in case of demise)
Night Shift Allowance	*Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion

*Salary components are subject to changes as per Management Discretion

Agreed and Accepted

Candidate's Name & Signature

ANNEXURE III

DECLARATION CUM UNDERTAKING

I, Mr. /Ms. **Pooja Satyanarayan Saini** have been issued the Offer Letter by Gallagher Service Centre LLP (hereinafter referred to as "Company") for the position of **Process Associate**. As a part of my employment with, the Company, I'm given to understand that I will be issued a HP make laptop along with the other joining formalities.

The laptop issued to me by the Company with the below mentioned understanding:

- The laptop issued is solely for official purpose.
- I shall be fully accountable for the theft, loss or damage to the Company property and materials and shall be liable to replace or pay equivalent amount to the Company in the event of the same. The Company retains the right to deduct the amount from my salary in case of theft, loss or damage to the property.
- I shall not disclose the system password to anyone.
- I shall not leave my laptop unattended. I would be personally responsible for its misuse of any nature when I am away.
- I shall not share Company's proprietary/ confidential information with anyone.
- I shall not misuse the Internet access facility granted to me.
- I shall not do personal work on the office computer / system.
- I shall take print out of mails and/or documents only when absolutely necessary.
- I shall always try and ensure not to download any type of software from any source at any time whatsoever. If required for any official purpose at any time, approval from IT department will be taken in writing to make sure such software are scanned properly before use, and such software will be downloaded legally and with IT department's consensus.
- I shall not use personal systems / laptops unless expressly allowed in writing by IT department.

II. I understand that:

- The Company's IT and other assets provided to me shall always remain the property of the Company and not of any individual.
- The In-house developed software and data is the Company's exclusive property and shall not be used for any external purpose under any circumstances.
- The Company reserves its right to amend, modify, rescind, delete, supplement or add to the provisions of the said declaration cum undertaking as it deems appropriate from time to time in its sole and absolute discretion.
- It shall be my responsibility and obligation to return the laptop and all the Company provided materials and properties to the Company's [specific department or personnel if any] upon termination of my employment with the Company.

III. I fully agree and accept that it is my personal responsibility to adhere to the Company's IT Policy and any amendment / modification thereof and to comply with all of the provisions stated therein in true letter and spirit. I understand and am accountable for any consequence or any misuse of the Company's system. I further undertake to abide by the IT policy guidelines as a condition of my employment and my continuing employment in the Company.



IV. I acknowledge that the confidential information and inventions is/are valuable, special and unique and that in the event of breach of any terms/obligations/conditions of this declaration cum undertaking will result in irreparable harm/injury to the Company and therefore, I agree that, in the event of breach or threatened breach of any terms/obligations/conditions of this declaration cum undertaking by me, the Company shall be entitled to a temporary, preliminary and/or permanent injunctive relief in addition to and not in lieu of any other legal or equitable relief including monetary damages; and without prejudice to foregoing I agree to indemnify and keep indemnified, without demur, the Company from and against any and all losses, liabilities, claims, expense, damages, costs (including but not limited to advocate fees, litigation cost), which the Company may suffer/incur as a result of breach of any terms/obligations/conditions of this declaration cum undertaking and/or the offer letter by me.

V. I accept and agree that this declaration cum undertaking is a part of my employment agreement with the Company or offer letter issued by the Company to me and shall be read and understood in conjunction with the same.

Agreed and Accepted

Candidate's Name & Signature

Private & Confidential Date:

27-November-2023

Ms. Priyanka Sharma

Bhosari,Pune

Appointment Letter

Dear Priyanka,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of Joining

Your appointment is effective from the Date of Joining (DOJ), which shall be as early as possible as but not later than **DOJ (29-11-2023)**. In case your DOJ is after the payroll cutoff date, as determined by the Organization, the payment of salary & other applicable one-time payments (if any) will be made in the subsequent month's payroll.

2. Salary

Your gross compensation will be **Rs. 2,60,368/- (Rupees Two Lakhs Sixty Thousand Three Hundred and Sixty-Eight only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Annexure I. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs. 9,423/- (Rupees Nine Thousand Four Hundred and Twenty-Three only)** per annum, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to 200% of your Performance Incentive. Your incentive payout will happen **monthly**.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspaces IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700
Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAL- 5010 - ('Registered with Limited Liability')
(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

GSC/AFOL/Ver1.1

4. Salary Review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for **6 months** from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months, it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **30 days'** notice by either party.

8. Other Work

Your position is a **Full-time employment** with the Company, and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

9. Working Hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential Information

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been :

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours;
- is known and has been reduced into tangible form by you prior to the time of disclosure;
- is independently developed by you without access to or use of the proprietary information;
- is generally made available to you by the Company without restriction on disclosure; or
- is disclosed by you with the Company's written consent

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise

12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.

12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.

12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.

12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, inter alia, injunctive relief.

13. Intellectual Property Rights

- 13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.
- 13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.
- 13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration

14. Protection of Interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

15. Past Records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

16. Termination Notice

On successful completion of the service agreement /Probation your employment is terminable by One months (**30 days**) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving **the one months'** notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company .

17. After Termination

On termination of employment, you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment

You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

19. Conditional Offer

This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

20. Consent for Sharing of Data

Subject to applicable law, you, by signing this agreement, give your consent to the holding and processing of Personal data provided by you to GSC for all purposes relating to your employment including, but not limited to:

- Administering and maintaining personnel records
- Paying and reviewing salary and other remuneration and benefits.
- Providing and administering benefits (including if relevant, pension and medical insurance)
- Undertaking performance appraisals and reviews.
- Maintaining sickness and other absence records.
- Taking decisions as to your fitness for work
- Providing references and information to future employers, and if necessary, government al and quasi- governmental bodies for social security and other purposes, HM Revenue & Customs and Contributions.
- Agency providing information to future purchasers of the Company or of the business in which you work; and
- Transferring information concerning you to a country or territory outside your country of residence

21. Obligations after Employment

On termination of your employment you agree that you will not, either directly or indirectly for a period of 12- months following your last day of employment on your own behalf or on behalf of another person.

- Seek, canvas, solicitor accept from any person who was Client or Potential Client of the GSC, or any Associated Company, any financial services or insurance business of the type offered by the Company, or any Associated Company.
- Seek to persuade any Client or Potential Client of GSC, or of any Associated Company, not to conduct or renew any financial services or insurance business with GSC, or any Associated Company, or to terminate such business.
- You agree that the compensation payable under this agreement is sufficient consideration for this clause, and the time and character limitations are reason able and will not impair your ability to earn a living.

'Associated Company' means any member of the Gallagher Service Center LLP and Arthur J. Gallagher & Co. group of companies and includes any individual, corporation, partnership, limited liability company, association, trust or other entity that directly or indirectly controls, or is controlled by GSC or Arthur J. Gallagher & Co.

'Client' means any person to whom you have sold any financial or insurance services or products on behalf of GSC or any Associated Company, or who you knew was provided with such services or products, at any time during the 12 months before your effective date of termination (or whilst you were employed if less than 12 months).

'Potential Client' means any person with whom you had contact at any times in the period of 12 months immediately preceding the termination of your employment, who has communicated an interest to the GSC or any Associated Company in purchasing.

22. Non-Compete

You covenant and agree that, in the course of your employment with GSC, you would have access to confidential information of GSC and the Group Company and its clients, proprietary contents, privileged information and technical knowhow, which information if known to people or entities outside GSC and the Group Company (including but not limited to competitive businesses) may cause irreparable damages and losses to GSC and the Group Company. You hereby agree that during the term of your employment with GSC and for twelve (12) months after the termination thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, anywhere in India or abroad, on behalf of any Competitive Business, perform any services or duties which are substantially similar to your services or duties with GSC. The direct competitors of the Company that you shall not perform duties with, are:

- Willis Towers Watson
- AON
- Marsh

In the event of you joining any company having similar lines of business as GSC or the Group Company or direct competitors, to perform any services or duties which are substantially similar to your employment with GSC, you irrevocably agree that GSC and the Group Company shall be entitled to equitable and monetary relief. You hereby without any condition irrevocably agree to pay a sum as specified by GSC towards liquidated damages to GSC and the Group Company. This is over and above any other dues payable by you to GSC.

"Competitive Business" means any person, company or entity which competes or proposes to compete with GSC or the Group Company.

23. Non Solicitation

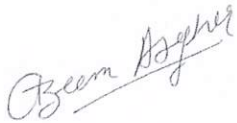
You are covenant and agree that during the course of your employment with GSC and for twelve (12) months after the termination thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any employee of GSC, with whom you had personal contact or supervised while performing your Job Duties, to terminate their employment relationship with GSC or otherwise act contrary to the interests of GSC

24. Jurisdiction

This agreement shall be governed by and construed in accordance with the laws of the Republic of India and subject to exclusive jurisdiction of the courts in Pune and no other courts shall have the jurisdiction to entertain and try any matters relating to or arising from and out of the provisions of this letter.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours faithfully,
For Gallagher Service Center LLP



Azeem Asgher
Senior Business Leader - Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Candidate's Name & Signature.

Place & Date.

Annexure I

Name	Priyanka Sharma	
Designation	Process Associate	
Total Emoluments	245000	
Performance Based Incentive	4%	
Location	Pune	
Emoluments(A)	Per Annum	Per Month
Basic	175,000	14,583
House Rent Allowance	18,000	1,500
Statutory Pay	15,413	1,284
Special Allowance	5,564	464
Employer's Contribution to Provident Fund	21,600	1,800
Fixed Emolument	235,577	19,631
Performance Based Incentive **	9,423	785
Emoluments Total (A)	245,000	20,417
Benefits B		
Employer's contribution to ESI	6,955	580
Medical Insurance Premium	-	
Gratuity	8,413	701
Benefits Total (B)	15,368	1,281
Cost To Company (CTC): Total (A+B)	260,368	21,697
Deductions		
Employer's Contribution to Provident Fund		1,800
Employee's Contribution to Provident Fund		1,800
Employee's Contribution to ESI		134
Professional Tax		200
Net (Excluding Income Tax)	Fixed - Deductions	15,697

330

** PBI Monthly Calculation is indicative and purely based on the Employee performance

In additional to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4,000/- upon clearing international domain certification.

This appointment letter is subject to clearance of Background verification checks.

Agreed and Accepted

Candidate's Name & Signature

Annexure II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year
Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion
Performance Based Incentive	* Paid monthly up to 200% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	*As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation
ESI Employer contribution	*As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 3.25% of monthly earnings
Mediclaime insurance	Applicable Only if you don't fall under ESI bracket. Premium for Insurance coverage as indicated below : Medical insurance cover of Rs. 3 Lakhs Accident Cover 2-time annual CTC. Term life coverage up to 3 time annual CTC (in case of demise)
Night Shift Allowance	*Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion

*Salary components are subject to changes as per Management Discretion

Agreed and Accepted

Candidate's Name & Signature

ANNEXURE III

DECLARATION CUM UNDERTAKING

I, Mr. /Ms. **Priyanka Sharma** have been issued the Offer Letter by Gallagher Service Centre LLP (hereinafter referred to as "Company") for the position of **Process Associate**. As a part of my employment with, the Company, I'm given to understand that I will be issued a HP make laptop along with the other joining formalities.

The laptop issued to me by the Company with the below mentioned understanding:

- The laptop issued is solely for official purpose.
- I shall be fully accountable for the theft, loss or damage to the Company property and materials and shall be liable to replace or pay equivalent amount to the Company in the event of the same. The Company retains the right to deduct the amount from my salary in case of theft, loss or damage to the property.
- I shall not disclose the system password to anyone.
- I shall not leave my laptop unattended. I would be personally responsible for its misuse of any nature when I am away.
- I shall not share Company's proprietary/ confidential information with anyone.
- I shall not misuse the Internet access facility granted to me.
- I shall not do personal work on the office computer / system.
- I shall take print out of mails and/or documents only when absolutely necessary.
- I shall always try and ensure not to download any type of software from any source at any time whatsoever. If required for any official purpose at any time, approval from IT department will be taken in writing to make sure such software are scanned properly before use, and such software will be downloaded legally and with IT department's consensus.
- I shall not use personal systems / laptops unless expressly allowed in writing by IT department.

II. I understand that:

- The Company's IT and other assets provided to me shall always remain the property of the Company and not of any individual.
- The In-house developed software and data is the Company's exclusive property and shall not be used for any external purpose under any circumstances.
- The Company reserves its right to amend, modify, rescind, delete, supplement or add to the provisions of the said declaration cum undertaking as it deems appropriate from time to time in its sole and absolute discretion.
- It shall be my responsibility and obligation to return the laptop and all the Company provided materials and properties to the Company's [specific department or personnel if any] upon termination of my employment with the Company.

III. I fully agree and accept that it is my personal responsibility to adhere to the Company's IT. Policy and any amendment / modification thereof and to comply with all of the provisions stated therein in true letter and spirit. I understand and am accountable for any consequence or any misuse of the Company's system. I further undertake to abide by the IT policy guidelines as a condition of my employment and my continuing employment in the Company.



IV. I acknowledge that the confidential information and inventions is/are valuable, special and unique and that in the event of breach of any terms/obligations/conditions of this declaration cum undertaking will result in irreparable harm/injury to the Company and therefore, I agree that, in the event of breach or threatened breach of any terms/obligations/conditions of this declaration cum undertaking by me, the Company shall be entitled to a temporary, preliminary and/or permanent injunctive relief in addition to and not in lieu of any other legal or equitable relief including monetary damages; and without prejudice to foregoing I agree to indemnify and keep indemnified, without demur, the Company from and against any and all losses, liabilities, claims, expense, damages, costs (including but not limited to advocate fees, litigation cost), which the Company may suffer/incur as a result of breach of any terms/obligations/conditions of this declaration cum undertaking and/or the offer letter by me.

V. I accept and agree that this declaration cum undertaking is a part of my employment agreement with the Company or offer letter issued by the Company to me and shall be read and understood in conjunction with the same.

Agreed and Accepted

Candidate's Name & Signature



NetShape Engineering Services Private Limited
401-404, 4th Floor, Rachana Ventura, Vinies Properties
ITI Road, Aundh, Pune - 411007

Handwritten notes: 120, 75, 104

March 11th, 2020

Ms. Mamta Sharma
Ahmednagar, Maharashtra, India

OFFER OF EMPLOYMENT

Dear Ms. Mamta,

With respect to the interview that you had with us, we are pleased to offer you the position of **Engineering Data Technician I (EDT I)** in our India Office – NetShape Engineering Services Private Limited. Below are details of the compensation offered (offer is in Indian Rupees). Additional benefits over and above the compensation shown below are outlined in Annexure 1.

	INR
Annual Salary	2,60,000
Monthly Salary	21,667
Basic Salary	15,000
Annual Guaranteed Bonus	500
Special Allowance	6,167
Total Salary	21,667

Total fixed annual compensation is Rupees Two Lacs Sixty Thousand per annum.

*Annual Guaranteed Bonus amount will be accrued until the end of the financial year and will be given in the salary of March.

Vacation: You will have 25 days of vacation every year. In case if you do not utilize all the vacation period, you are entitled to get paid for remaining vacation days at the end of the year as per the company leave policy.



Holidays: Paid holidays will follow mandatory India requirements with total 10 days/ year.

The appointment is made relying upon the information furnished and representation (resume) made by you. In case such information or representation is found to be incorrect or if material/information is later is found to be suppressed by you, the company will have the right to terminate your services immediately, without any prior notice.

In case it is desired to sever this contract, the intending party must give the other, three months prior written notice (or pay in lieu of). Your services are liable to be terminated immediately if the management finds that you have indulged in any action/misconduct which in opinion of the Company may be detrimental to the business and /or interests of the Company.


You will abide by all the rules, regulations and policies of the company that are applicable to the employees and those, which may be made applicable in future. During the course of your employment with the company, you will not engage yourself directly or indirectly in other business or employment and will devote yourself fully to the performance of your duties.

In case of any changes in your residence addresses, status, you must communicates to the management from time to time

Please sign and return a duplicate copy of this letter to confirm acceptance of this offer with all terms and conditions mentioned by March 13, 2020. Your joining date will be 1st of April 2020.

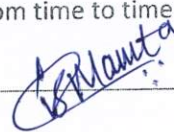
On behalf of the entire Shape-NetShape team, congratulations.

Sincerely,


Kaustubh Bedekar
Director

I acknowledge that i) I have read the terms of employment and understood these terms and their implications ii) I agree to be bound by these terms of employment and the Company Policies, procedures and practices as implemented by the Company from time to time.

Please sign duplicate copy of this letter as a token of your acceptance.



186



NetShape Engineering Services Private Limited
401-404, 4th Floor, Rachana Ventura, Vinies Properties
ITI Road, Aundh, Pune - 411007

March 11th, 2020

Ms. Mamta Sharma
Ahmednagar, Maharashtra, India

OFFER OF EMPLOYMENT

Dear Ms. Mamta,

With respect to the interview that you had with us, we are pleased to offer you the position of **Engineering Data Technician I (EDT I)** in our India Office – NetShape Engineering Services Private Limited. Below are details of the compensation offered (offer is in Indian Rupees). Additional benefits over and above the compensation shown below are outlined in Annexure 1.

	INR
Annual Salary	2,60,000
Monthly Salary	21,667
Basic Salary	15,000
Annual Guaranteed Bonus	500
Special Allowance	6,167
Total Salary	21,667

Total fixed annual compensation is Rupees Two Lacs Sixty Thousand per annum.

*Annual Guaranteed Bonus amount will be accrued until the end of the financial year and will be given in the salary of March.

Vacation: You will have 25 days of vacation every year. In case if you do not utilize all the vacation period, you are entitled to get paid for remaining vacation days at the end of the year as per the company leave policy.



Holidays: Paid holidays will follow mandatory India requirements with total 10 days/year.

The appointment is made relying upon the information furnished and representation (resume) made by you. In case such information or representation is found to be incorrect or if material/information is later is found to be suppressed by you, the company will have the right to terminate your services immediately, without any prior notice.

In case it is desired to sever this contract, the intending party must give the other, three months prior written notice (or pay in lieu of). Your services are liable to be terminated immediately if the management finds that you have indulged in any action/misconduct which in opinion of the Company may be detrimental to the business and /or interests of the Company.

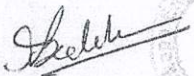
You will abide by all the rules, regulations and policies of the company that are applicable to the employees and those, which may be made applicable in future. During the course of your employment with the company, you will not engage yourself directly or indirectly in other business or employment and will devote yourself fully to the performance of your duties.

In case of any changes in your residence addresses, status, you must communicates to the management from time to time

Please sign and return a duplicate copy of this letter to confirm acceptance of this offer with all terms and conditions mentioned by March 13, 2020. Your joining date will be 1st of April 2020.

On behalf of the entire Shape-NetShape team, congratulations.

Sincerely,



Kaustubh Bedekar
Director



I acknowledge that i) I have read the terms of employment and understood these terms and their implications ii) I agree to be bound by these terms of employment and the Company Policies, procedures and practices as implemented by the Company from time to time.

Please sign duplicate copy of this letter as a token of your acceptance. _____

Annexure 1

Additional Benefits as per NetShape Policies

(a) Medical Insurance

Under this benefit, you will have a medical insurance cover of Rs. Three Lacs for you, your spouse and children.

(b) Accidental Insurance

Under this benefit, you will have personal accidental cover

Cover for Medical and Accidental Insurance starts at the cycle of renewal of Insurance date for all associates.

(c) Health Club Membership

Under this benefit, fitness club membership charges will be reimbursed to you. The reimbursement (maximum up to Rs. 10000/ year) will be on a monthly basis and done after submission of paid receipt for the membership. The term "Fitness Club" include Gymnasiums, Sports Clubs, Yoga and Aerobic facilities. The policy is applicable only after completion of One Year with the company.

(d) Quarterly Profit Sharing

NetShape declares non-guaranteed profit sharing percentage to distribute among all the associates at the end of every quarter. You are entitled to get this declared shared profit every quarter as applicable.

(e) Years of Service Bonus:

We will provide you with a YOS bonus at the completion of five years of successful service, of 20% of your 5th year annual salary.

(f) PF, Gratuity and other benefits are applicable as per government rules and company policy. Currently the Employee and Employer Contribution to Provident Fund is set at Rupees 1800/Month.



Shri Modi Levigated Kaolin Pvt Ltd

B – 41 Vashisht Marg, Shyam Nagar, Jaipur

76

OFFER LETTER

Date: - 24.10.2023

Dear Mr. Palash Ganesh Dhole,

Thank you for spending time with us and helping us with getting to know you. At **Shri Modi Levigated Kaolin Pvt Ltd**, we strive to provide our employees a challenging work environment and all the resources necessary to fulfil both professional and personal goals. Based on our interactions, we are confident that you have the necessary qualities and skills we are looking for.

We would therefore like to offer you the position of **Junior Engineer (Mines)**. You are requested to report to work at the earliest. Please confirm your acceptance by countersigning the offer letter and emailing us a scanned copy within 3 working days from the receipt of this letter. The terms and conditions of the offer are listed below:

Compensation and Benefits:

Your total annual compensation package will be Rupees **2.52 Lakhs(approx..)** cost to Company (hereinafter referred to as “**CTC**”) subject to completion of probation period and during your probation period your CTC would be Rupees 15,000/- per month . You are also entitled to participate in the entity’s performance linked bonus plan which will be shared with you on your appointment. Please note that salary, bonuses, and allowances that you get are subject to applicable income taxes. The appropriate breakdown of this salary is provided to you in the Annexure.

Terms and Conditions:

By accepting this offer, you are also committing that you will comply with various provisions in our employee manual. These pertain to confidential information, professional code of conduct etc. The detailed terms and conditions of the employment shall be provided in the Employment Agreement.

If, during your employment with us, on verification of the documents/information provided to us, any of the representations you have made to us are found to be untrue, we will have the right to terminate your employment without any notice. We hope this will turn out to be a mutually beneficial relationship. We look forward to your acceptance and to working with you.

Regards,

For Shri Modi Levigated Kaolin Pvt. Ltd.

Authorised Signatory

Shri Modi Levigated Kaolin Pvt Ltd

B – 41 Vashisht Marg, Shyam Nagar, Jaipur

ANNEXURE

1. CTC Details: (Under Probation Period)

2. Probation Period: 3 Months

3. Roles and Responsibilities:

1. To monitor operations and evaluating performance as well regular reporting to management/Group Production Head / Mining Operation Head/Mining In-charge
2. To ensure that operations comply with health and safety requirements.
3. To train and supervise mining staff/operators and help them achieving quality production targets.
4. Allocate resources effectively and fully utilize assets to produce optimal results with maximum quality and minimal waste.
5. To take all the required steps as may be necessary for the compliance with all the provisions of the Mines act and the regulations, rules, byelaws and orders made thereunder.
6. To undertake comprehensive risk assessment and proficiently manage potential risks that may arise during project execution.
7. To continuously coach and support project team members as they work on tasks entrusted to them, fostering a culture of continuous improvement and skill development within the team.
8. To discharge such other roles and responsibilities as may be assigned from time to time by management as per the requirement of the organization.

Location:

You will be working at Mines of the company and other places/location as may be required by the management.

Notice Period:

We require a 30 days' prior notice if you choose to quit employment with our organization after completion of probation and during probation period, 15 days' notice is required.

Confidentiality:

Any time, during your employment and after your separation from our organization, you are bound to maintain the confidentiality of all the information that you have come across in the course of your employment with **Shri Modi Levigated Kaolin Pvt Ltd**



HOUSIEY
HOME BUYING SIMPLIFIED

A "Key Mansions Pvt. Ltd" Entity

www.housiey.com accounts.pune@housiey.com

404, Icon Tower, Baner Road, Pune -411045

Date: - 19th January 2023

Provisional Offer Letter

Dear MANSI KALE,

Welcome to Housiey

Thank you for exploring career opportunities with Housiey (Key Mansions Pvt Ltd), you have successfully completed our initial selection process and we are pleased to make you a provisional offer of appointment. With reference to your application and interview we are pleased to appoint you as a **BUSINESS DEVELOPMENT EXECUTIVE**. Your CTC monthly annual income **INR 2,52,600/- [INR 21,050 / month-including Travelling allowance]**

You required to follow the terms and conditions mentioned below: -

1. This provisional offer will be for **3 Months** starting from **19th January 2023**. During this period, you will be given with all the required training material & assistance required to gain the Real Estate Sales Knowledge.
2. The period of probation can be extended at the discretion of the management and you will continue to be on probation till an order of confirmation has been issued in writing. In the absence of a confirmation letter, you shall not be treated as confirmed.
3. You are not entitled to any leave (Sick, Casual and Privilege leave) during this period.
4. The LETTER OF APPOINTMENT shall be issued to you only after your completion of 3 month in company.
5. You need to give 7 days' notice if you decided to terminate your employment in your probation, failing which deduction of 7 working days salary will be made.
6. During the probation period your services can be terminated with 7 days' notice on either side and without any reasons whatsoever. Unsatisfactory performance by a probationary employee, however, may result in termination during the probationary period, and the employer's decision to do so would be justified.

7. You will be provided company policy on mail or in written, confirm this in writing/or acknowledging on mail indicates your understanding and acceptance of the Company terms.
8. You should strictly not share any leads, bookings etc with any 3rd party (firm or individual) , if the Company found any employee doing this misconduct, it will be considered as serious theft, The employee will be prosecuted under law & will be liable to pay double the revenue loss of the company .

At the time of Reporting for duty you are required to submit the following documents in original with 02 photocopies of each document. Original documents would be returned upon verification:

- 1 all educational qualification certificates
- 2 All professional qualification certificates
- 3 Experience certificates from past two employers
- 4 Proof of residential address/ ration card/ passport/ driving license
- 5 Relieving letters from the current employer
- 6 4 passport size photographs
- 7 Proof of ID card Pan Card & Aadhar card (compulsory)
- 8 Salary certificates from the current employer

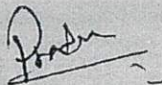
As per company's policy no loan or advance will be given.

Duplicate copy of this letter may kindly be returned to us duly signed, as a token of having accepted the offer.

We look forward for a long & fruitful association with us.

Regards,

For Key Mansions Pvt Ltd.



Authorized Signatory



I Accept



(MANSI KALE)

20-04-2023

78

52
78



Handwritten signature or initials.

78

May 5th 2023

Dear Neeraj Kalokhe

Thank you for taking the time for interview for the Payable & Receivable position.

I am pleased to inform you that we are offering you the position of Payable & Receivable.

We believe your past experience and strong specific skills will be an asset to the company. Your starting salary will be 2.5lpa with a start date of first week of may.

You will be on probation period for the first three months where you will be trained and observed by the company.

Please acknowledge your acceptance of the offer by reverting back to this email.

Warm Regards,

Pushparaj Banait

Hiring & Sales Team

8208490314

Krish.infotech0620@gmail.com



Krish Infotech

V-17, Ballal House,
Kothrud, Pune
-411038
Maharashtra, India

79

105



Persistent

94

Reference: Persistent/Trainee/489724/0.3

**Trainee Offer Letter
Confidential**

28-Nov-2023

Mr Akash Salunkhe

flat no 102 damodhar apartment erandwane gaathan pune 411004
Pune, Maharashtra, India - 411004

Dear Akash,

Subject: Your engagement as a trainee with Persistent

Congratulations!

With reference to your application for training with us, and the subsequent selection process, we are pleased to inform you that you have been selected as **Trainee** with Persistent Systems (Company).

The duration of the training will be for a period from **29-Nov-2023** to **29-May-2024**.

During the training period you will be paid a consolidated stipend of **Rs. 17,920/-** per month. As a company policy we would enroll you under the Provident Fund Scheme and would make the required percentage of deduction from your Stipend as a contribution toward your PF account.

Monthly Component		Amount (Rs.)
Basic Stipend	[A]	16000
Company Contribution to E.P.F	[B]	1,920
Gross Stipend	[C]	17,920

You will also be eligible for benefits such as free lunch, snacks, tea and coffee during your internship period.

All terms and conditions in this document, read with any other document specifically referred herein and incorporated hereto by such reference, collectively shall constitute the entire understanding between the Trainee and the Company.

Company does not assure you or commit (a) any extension of this traineeship beyond the period stipulated under this letter and/or offer you employment with Company and/or absorb you as an employee of the Company in future. Unless otherwise specifically agreed in writing by Company, there shall be no employee-employer relationship between you and Company.

1. Working days

Normal working days for the Company are Monday through Friday. Company observes Sunday as a compulsory weekly off and Saturday as the other weekly off day. You will be governed by the working hours policy of the Company. Based on the business need, you may be required to work in shifts, in extended working hours or on call. The same may be modified from time to time to keep it in line with the prevailing local statutory provisions.

2. Holidays and Leaves

During the leaves period, you will be eligible for leave as per Company's Leave policy. You will not be eligible for any other leave or compensatory off during the training period.

3. Termination of training

The training period can be terminated with one month notice or stipend, in lieu of the notice period on either side.

The Company can terminate your traineeship without any notice period in case the training is terminated on grounds of:

- i. Breach of confidentiality or IP related obligations
- ii. Violation of law
- iii. Gross Misconduct
- iv. Material breach of Company policy.

In such event, the Company will not be liable to make payment, in lieu of notice period.

In case the last day of your training falls on a non-working day, your last day of traineeship shall be the immediate previous working day. The training period can be terminated by whatsoever reasons by either party by giving one month notice period.

Confidential

Page 1 of 2

Persistent Systems Limited, Bhageerath, 402, Senapati Bapat Road, Pune 411016 | Tel: +91 (20) 670 30000

Persistent Systems Inc., 2055 Laurelwood Rd, Suite 210, Santa Clara, CA 95054, USA | Tel: +1 (408) 216 7010

CIN - L72300PN1990PLCO56696 | Fax - +91 (20) 6703 0009 | e-mail - info@persistent.com | Website - www.persistent.com

Ver. 3 / Jul2023

4. Dispute Resolution

In case of any dispute or disagreement in relation to the terms of this offer or matters connected thereto, you agree to negotiate in good faith to resolve such dispute or disagreement. In case you and Company fail to settle the dispute/ disagreement amicably, the same may be exclusively referred to arbitration in accordance with the provisions of Arbitration and Conciliation Act, 1996 at Pune. Each party shall bear its own costs for arbitration.

Please contact Kalyani Kotgale (Email ID: kalyani_kotgale@persistent.com) on the date of joining. We request you to report at 9 am at the address mentioned below for completion of joining formalities.

Joining Location: Pune

Joining Location Address: Rigveda-Yajurveda-Samaveda-Atharvaveda Plot No. 39, Phase I, Rajiv Gandhi Information Technology Park,, Hinjawadi, Pune, Maharashtra, India, 411057


5. Documents required at the time of joining

At the time of joining, the following original certificates/documents along with one photocopy should be furnished. Original certificates/documents will be returned to you after verification.
Original certificates/documents will be returned to you after verification.

Sr. No	Description
1	Certificates of educational qualification - SSC (10th Equivalent), School leaving, HSC (12th equivalent).
2	Certificate of Graduation/Post Graduation and Mark Sheets
3	2 recent passport size color photographs
4	Photo-attested bonafide certificate from college Principal

We welcome you to the Persistent family and look forward to a mutually fulfilling association.

Yours sincerely,
For Persistent Systems Limited


Kalpana Kudlingar
Head - Early Careers and Campus Relations

Acceptance of the offer

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of me having accepted the offer and the terms and conditions set out in this letter.

Also, I hereby declare that nothing apart from the above mentioned clauses have been committed to me during the selection process. I will join the Company on 29-Nov-2023.

Date:

Signature:
Name:

Confidential

Persistent Systems Limited, Bhageerath, 402, Senapati Bapat Road, Pune 411016 | Tel: +91 (20) 670 30000
Persistent Systems Inc., 2055 Laurelwood Rd, Suite 210, Santa Clara, CA 95054, USA | Tel: +1 (408) 216 7010
CIN - L72300PN1990PLCO56696 | Fax - +91 (20) 6703 0009 | e-mail - info@persistent.com | Website - www.persistent.com
Ver. 3 / Jul2023

Page 2 of 2

HRD/CR/2022/23/9039430

Date: 24 February, 2023

Name : Ritika Rajesh Kantrod
Emp No. : 9039430

Subject: Notification of changes to compensation with effect from 01 January, 2023

Dear Ritika Rajesh Kantrod,

Thank you for being an integral part of the Infosys journey.

Our Strategic theme for FY 23 is 'PIVOT FY23 to Scale & Sustain Profitable Growth'. We will together scale new peaks of profitable, sustainable growth through innovative, disruptive service offerings, reimagined operating models and consistent stakeholder centricity. Our focus will continue to be on enriching our talent with future-ready skills and revitalizing our business accelerators to propel growth momentum.

In accordance to required legal compliances, we are pleased to notify you on changes to your compensation structure.

Your Total Annual CTC with effect from **01 January, 2023** is **INR 246,072 per annum**. Your detailed salary structure is laid down in **Annexure 1**, of this letter.

Note: This letter supersedes all previous correspondence and communication on your Pay Plan. All other terms and conditions of your employment remain unchanged.

Thank you, once again for your dedication and we look forward to your continued partnership with Infosys BPM. Wish you a successful career ahead with us.

Dependra Mathur

Dependra Mathur
Senior Vice President & Head- Human Resource Development
Infosys BPM Ltd.

ANNEXURE 1

Compensation details w.e.f 01 January, 2023	
Name	Ritika Rajesh Kantrod
Employee No.	9039430

Pay Plan	Current Structure in INR per month	Revised Structure in INR per month
Fixed Components		
Basic	13,442	13,442
Fixed Dearness Allowance (FDA)	1,100	1,100
Basket of Allowances (BOA)*	751	727
Sub Total 1	15,293	15,269
Statutory Components		
Company Contribution to Provident Fund	1,745	1,745
Gratuity	699	699
Bonus	2,722	2,793
Sub Total 2	5,166	5,237
Gross Monthly Salary:1+2	20,459	20,506
Total Annual CTC	245,508	246,072

For this revised pay to be applicable, employee must not have resigned or be serving notice period as on the subsequent pay date immediately after the effective date of the revised compensation.

All the above benefits are as per Company's policies, which are subject to change from time to time.

*Basket of Allowances (BOA) comprise of HRA, LTA, Medical, Children's Education and Conveyance, to be split according to an individual's tax plan.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amount will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including, but not limited to the minimum service period set forth therein.

ESI (Employee State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, you will have to contribute 0.75% of salary as ESI contribution while the Company will contribute 3.25% of salary as ESI contribution.

The gross salary mentioned above does not include allowances such as Voice Allowance and Shift Allowance which will be paid as per your eligibility/entitlement. You will be paid Voice Allowance based on your allocation to voice project code/s and individual performance. Eligibility for the allowances have been defined in the Level 2 & 3 Compensation Policy.

Please note that your acceptance of the above-mentioned salary will be considered as an acceptance of the other terms laid out in the letter in addition to your existing terms of employment.

HRD/InfosysBPM/1002291710

25-August-2021

Ms. Ritika Kantrod

H.No 91 Indira Colony Tarakpur Ahmednagar

STRICTLY PRIVATE & CONFIDENTIAL

Dear Ritika Kantrod,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | | | |
|----|------------------------|---|-------------------|
| a) | Role | : | Process Executive |
| b) | Role designation | : | Process Executive |
| c) | Job Level | : | 2B |
| d) | Date of Joining | : | 27-August-2021 |
| e) | Location of Posting | : | Pune |
| f) | Gross Salary per month | : | Rs. 16944/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

(1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.

(2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with InfosysBPM for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;

b. accept any offer of employment from a Named Competitor of Infosys BPM, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM.

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:

APPENDIX 1

COMPENSATION DETAILS

Name	Ritika Kantrod	
Role Designation	Process Executive	
Job Level	2B	
Date of Joining	27-August-2021	
Location of Posting	Pune	
Fixed Components	Amount in INR per month	
Basic	10848	
Fixed Dearness Allowance (FDA)	1100	
Basket of Allowances (BOA)*	597	
Sub Total 1	12545	
Statutory Components		
Company Contribution to Provident Fund	1434	
Gratuity	575	
Bonus	2390	
Sub Total 2	4399	
Gross Salary per month - Sub Total 1+2	16944	
Total Annual CTC	203328	

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on individual performance and allocation to a voice process)	Rs 2500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

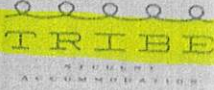
* Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, employee will contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the purpose of ESI calculation includes Subtotal 1 and Bonus.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein

Offered by: Date: 25-August-2021 _____ Sign your name Umashankar N _____ Print your name 926577 HRD _____ Emp No. Dept.. Name	Candidate: Date: _____, 20____ _____ Sign your name Ritika Kantrod _____ Print your name	SAP data provided by: Date: _____, 20____ _____ Sign your name _____ Print your name _____ Emp No. Dept.. Name	SAP data updated by: Date: _____, 20____ _____ Sign your name _____ Print your name _____ Emp No. Dept.. Name
---	---	---	--

171
112
136
8



Dated: 20/10/2022

OFFER LETTER

To,
Mr. Sagar Girase,

Dear Sagar,

This is in reference to your application and the subsequent interviews you had with us. We are pleased to make you an offer for the position of "Accountant" with an Annual Remuneration of INR 2,42,400/- per annum.

Your appointment letter and salary bifurcation would be given to you on the date of your joining.

Your date of joining would be November 02, 2022.

We are aiming towards building an organization, where professionals would find satisfaction of a challenging job and an interesting working environment.

Kindly return the duplicate copy of the offer letter, duly signed, as a token of your acceptance of the same.

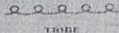
We look forward to a symbiotic long association with you.

Yours sincerely,

Anmol Garg
Human Resources
M/s My Turf Hospitality Private Limited

I have read and accept the terms and conditions of this offer letter:

Name: _____
Signature: _____
Date: _____



TRIBE SECURITY ACCOMMODATION
Plot No. 11, Main Road, Sankat Chaur, Pusa Market, Patna-800 001, India. Phone: 91-907 0681 8732/60. E-mail: hr@tribe.in
www.tribestays.com

Sr. No. 691/A-2B, Pune - Satara Road, Near Rao Nursing Home,
Bibvewadi, Pune - 411037. Maharashtra, India.
Tel : +91-20-2421 2171 / 72 / 73 / 74
Mob : +91-99222 99222 / 99222 99333
E-mail : oks@technotradeindia.com / sales@technotradeindia.com

83
TechnoTrade

Date- 29.11.2022

M/s Mayuri Bondre
Karve Nagar,
Pune-411052

Dear Madam

With reference to your internship Period here in our organization, we are pleased to offer you position of **Junior Accountant** in our Organization

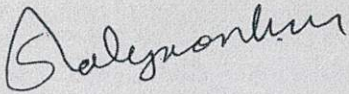
Your **joining date is confirmed** at 01.12.2022 as per the following terms and conditions

- You are entitled to a CTC of **20000 per month** payable
- You agree to comply with Terms and Conditions of Appointment
- You agree to submit with us a signed copy of mark sheet ,Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For Techno Trade



Shravan Kalgaonkar
Manager,

Authorised Distributor

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: November 2, 2023

Private & Confidential

Mohite Vijay Arjun

Document ID - cdfc24e2-9be8-4bb4-b03a-0fcfc203f346

Dear Vijay,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer –cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on November 8, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City, Tower 7, Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- dhirajumesh.rathod@hcl.com , failing which the offer will stand null and void.

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure II to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Colmbatore : Module I-3, 2nd Floor, Tidel Park Colmbatore Limited (TPCL), Civil Aerodrome Post, Colmbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

- During your employment if the company identifies any negative instances/irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai –603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

The Relocation Amount will be applicable to you as per Policy. The amount will be recoverable from your Full and Final settlement in case you decide to leave the organization before completion of 1 year from your Date of Joining

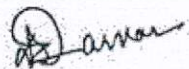
Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services



Debasis Sarkar
Sr. VP, Head-Global Rewards

DEBASIS SARKAR
SENIOR VICE PRESIDENT

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL

PRE-EMPLOYMENT BACKGROUND VERIFICATION

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
- Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidelpark Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No. -1 , Akashi Induction Room, Ground Floor, Tower – 1, Hub SEZ., Plot No 3A, Sector 126, Noida - 201303. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Elcot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562106
4	KOLKATA	HCL Technologies Ltd, Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, -Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , , Plot No. 5 & 7, Ilanthaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur -441108
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited, Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer- sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:**
Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

Gratuity

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. Inventions:

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as "**Prior Inventions**"), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as "**Inventions**"), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore	: Module F-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

that the laws of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

3. **Returning Company Documents:** I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.
4. **Notification to New Employer:** If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.
5. **Non-Solicitation:** For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.
6. **Non-Competition:** During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

For the purposes of these non-compete provisions, "Similar Services" means, services which meet all or any of the following criteria(s):

- i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

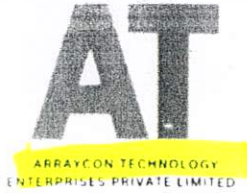
programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

8. **Remedies:** By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.
9. **Representations:** I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.
10. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

Mohite Vijay Arjun

November 2, 2023



85
15
27

(Handwritten signature)

12/05/2023

Appointment Letter

Rutuja Tanaji Mane

202, Sayaji Villa,
Dhayari, Pune-411041

Dear **Rutuja Tanaji Mane**,

Re: Appointment as Marketing Associate

We are pleased to offer you the position of **Marketing Associate at ARRAYCON TECHNOLOGY ENTERPRISES PRIVATE LIMITED**. After carefully reviewing your qualifications and experience, we believe that you possess the necessary skills and qualities to excel in this role. We are excited to have you join our team, and we look forward to your contributions to our company's growth and success.

We are pleased to confirm your joining date as **15th May 2023**. You will report to Mr. Dipak Khonde. Your working hours will be from 9:00 to 6:00, Monday through Friday, with one hour for lunch.

Please find the details of your compensation and benefits package below:

Position: **Marketing Associate**

Monthly Salary: **20000/-**

Payment Schedule: You will be paid on a monthly basis.

Probationary Period: You will be on a probationary period of 6 months starting from your joining date. During this period, your performance and suitability for the role will be assessed.

Holidays and Leaves: You will be entitled to 12 paid leave days per year, in accordance with the company's policies.

Please note that as an employee of ARRAYCON TECHNOLOGY ENTERPRISES PRIVATE LIMITED, you will be required to abide by all company policies and procedures. You will also be expected to maintain the confidentiality of any proprietary or sensitive information that you may come across during your employment.

AT

ARRAYCON TECHNOLOGY
ENTERPRISES PRIVATE LIMITED

To accept this offer, please sign and return a copy of this letter to us. Additionally, please provide us with the following documents prior to your joining date:

Signed copy of the employment contract (to be provided separately).

Proof of identity (e.g., passport, driver's license).

Educational certificates and transcripts.

Any other relevant documents as requested by the HR department.

We are confident that you will make a valuable addition to our team, and we are excited about the potential of your future contributions.

Once again, congratulations on your appointment as Marketing Associate. We look forward to welcoming you to ARRAYCON TECHNOLOGY ENTERPRISES PRIVATE LIMITED and wish you a successful and fulfilling career with us.

Regards,

D Khonde
12/05/23
Dipak Khonde

Director

ARRAYCON TECHNOLOGY ENTERPRISES PRIVATE LIMITED





Dnyaneshwar B. Rao Unawane <placement@mmimert.edu.in>

Fwd: For not giving examination due to joining in company.

2 messages

Vivekanand Gaikwad <vivekanandgaikwad@mmimert.edu.in>

Mon, Jun 19, 2023 at 11:28 AM

To: "Dnyaneshwar B. Rao Unawane" <placement@mmimert.edu.in>, placements@mmimert.edu.in

Dear sir, One of my mentee **Namita Gadekar's offer letter** for your reference

Mr. Vivekanand Gaikwad,

Assistant Professor | MM's IMERT,

WhatsApp Call- 9921368449 Call-9834755718 |

Email:- vivekanandgaikwad@mmimert.edu.in

"Your mind is everything, What you think you become".

Vision: IMERT endeavors to be an institute of preference for Quality Management Education.

Mission: Our mission is to impart professional Management education by providing a conducive environment to every individual to evolve as an effective management Professional, Entrepreneur, and Responsible citizen.

----- Forwarded message -----

From: **Namita Gadekar** <ngadekar08@gmail.com>

Date: Mon, Jun 19, 2023 at 11:19 AM

Subject: For not giving examination due to joining in company.

To: examinations@mmimert.edu.in <examinations@mmimert.edu.in>, vivekanandgaikwad@mmimert.edu.in <vivekanandgaikwad@mmimert.edu.in>

Good morning sir,

I am Namita Vijay Gadekar from 2nd year MBA (Business Analyst). Sir I will not give internal examination due to joining in Knowlathon company. They are not giving me leave for my examination they told me they will only lent me leave for University examination. So please consider me and grant me to give my internal from home.

Your sincerely

Namita Vijay Gadekar

Offer Letter - Knowlathon - Learning Advisor.pdf
700K

Dnyaneshwar B. Rao Unawane <placement@mmimert.edu.in>

Mon, Jun 19, 2023 at 11:43 AM

To: Vivekanand Gaikwad <vivekanandgaikwad@mmimert.edu.in>

Cc: placements@mmimert.edu.in

Dear Sir,

Thank you sir.

Please share it always.

Together we are 100%

Dnyaneshwar B.Rao Unawane

Training & Placement Officer,

MMCOE & IMERT

Marathwada Mitra Mandal's, Pune

☎91- 7972796041 | Whats app +91-9404041596

Dear Candidate,

Congratulations!

We are pleased to offer you an exciting role with Knowlathon as **Learning Advisor** based at our Baner, Pune office.

The exact role and responsibilities will be confirmed after completing the joining formalities and at the time of issuance of your appointment letter. Please note that the formal job position name, as per internal policies and bands is Management Intern / Trainee during probation tenure.

Please review the offer and remuneration details below carefully and contact our HR team for any queries.

We are eager to welcome you at Knowlathon on the mentioned joining date.

Looking forward to seeing you soon.

Best regards,

HR Team,
Knowlathon IT Services Pvt. Ltd.

Remuneration structure - w.e.f. 15 April 2023		
	Monthly	Annual
Basic Salary	₹ 4,000	₹ 48,000
HRA	₹ 3,000	₹ 36,000
Education allowance	₹ 1,000	₹ 12,000
Conveyance allowance	₹ 1,000	₹ 12,000
Medical Allowance	₹ 1,000	₹ 12,000
Other allowance	₹ 1,800	₹ 21,600
Performance Linked Pay	₹ 6,000	₹ 72,000
Annual Performance Bonus	₹ 2,000	₹ 24,000
Profession Tax	₹ 200	₹ 2,400
Gross Salary	₹ 20,000	₹ 2,40,000

I have understood and accepted all components in this remuneration.

Sign

Date

Performance linked Pay and Incentive Structure			
Name -			
	Target Achievement	Payable Amount	Incentives
Monthly revenue target achievement	0% to 59%	₹ 0	0
Monthly revenue target achievement	60 to 75%	₹ 1,980	0
Monthly revenue target achievement	76 to 89%	₹ 3,960	0
Monthly revenue target achievement	90% to 100%	₹ 6,000	0
Monthly revenue target achievement	101% and above	₹ 6,000	2% of overachieved revenue

Annual Performance Bonus			
	Target Achievement	Payable Amount	
Org Performance Achievement	0 to 90%	₹ 0	
Org performance Achievement	91% and above	₹ 24,000	

Revenue Performance Target / Month	₹ 4,60,000
---	---------------

- | |
|---|
| <ol style="list-style-type: none"> 1. Performance targets are assigned and monitored monthly. 2. Performance linked variable pay will be calculated and settled along with monthly salary. 3. Annual Performance Bonus is based on organization performance for the complete financial year. 4. Probation tenure is not eligible for Annual Performance Bonus. 5. Annual Performance Bonus is calculated and settled at the end of financial year. |
|---|

I have understood and accepted all components in this remuneration.

Sign

Date

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiupourur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Colbatore : Module I-3, 2nd Floor, Tidel Park Colbatore Limited (TPCL), Civil Aerodrome Post, Colbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashokz Path, Opposite to Airport Road, Varwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: November 2, 2023

Private & Confidential

Pise Vaishnavi

Document ID - cdfc24e2-9be8-4bb4-b03a-0fcfc203f378

Dear Vaishnavi,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer –cum - appointment with **State Street HCL Services (India) Private Limited (“SSHS” or “HCL” or “Company”)** as **Analyst**. You are required to report on November 8, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City, Tower 7, Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company’s web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter’s email id- dhirajumesh.rathod@hcl.com , failing which the offer will stand null and void.

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when it is required, as per the Company Policies/ client requirement.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Varwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure II to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Varwada, Pune -- 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

review will be aligned and affected from the first day of the subsequent quarter thereafter. **Probation period & Performance Appraisal / Compensation Review shall be deemed to be changed with the change in position / process / function.**

- Your services during the period of probation shall be liable to be terminated giving **two month** notice or **two month** basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving **two month** notice. The waiver of the notice period fully or partially or acceptance of such basic salary is at the Company's sole discretion. Further, the aforesaid requirement of notice period may be extended, if mutually agreed by you and the Company.
- The company shall be entitled to accept your prospective resignation with effect from a date earlier than the one offered by you and thus relieve you at any time during your notice period as the notice is for the benefit of the management and balance notice period can be waived at any time by the management. In such an event, however, you shall be paid basic salary for the remaining period of your notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.
- You will be required to declare at the time of joining any direct relatives who may be working with HCL or any of its subsidiary, group, and affiliate companies, direct or indirect competitors. During your employment with **State Street HCL Services (India) Private Limited**, if any of your direct relatives are offered by HCL or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the **State Street HCL Services (India) Private Limited employee**.
- On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations; we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.
- All Employees are entitled to avail the Company Transport within the defined limits as per company's policy

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Colmbatore : Module I-3, 2nd Floor, Tidel Park Colmbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Varwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- During your employment if the company identifies any negative instances/irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore	: Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- During your employment with the company, you will be governed by the policies, service rules and regulations of the company being in force or introduced/amended later. In this regard, a confidentiality undertaking at the time of joining and/or any other agreement that may be required from time to time will be required to be executed by you.
- You shall not divulge, communicate or pass on any information, secrets directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of HR Department. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
- You would be initially posted at **Pune(A008)**, where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.
- In case you absent yourself from duty for **7** days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.
- You will be retired from service on attaining superannuation age of 58 years or earlier in case you are found physically and/or mentally unfit to work any longer or for continued ill-health as certified by the medical officer nominated by the Company.
- You are requested to submit 10 passport size photographs and the attested copies of the following documents, at the time of joining:
 - School leaving certificate / birth certificate
 - Educational qualification certificate (from 10th std onwards) along with mark sheets
 - Passport (The first 4 and the last 4 pages)
 - Relieving letter or duly accepted resignation letter from your present and previous employers

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Varwada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

The Relocation Amount will be applicable to you as per Policy. The amount will be recoverable from your Full and Final settlement in case you decide to leave the organization before completion of 1 year from your Date of Joining

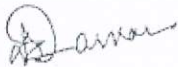
Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services



Debasis Sarkar

Sr. VP, Head-Global Rewards

DEBASIS SARKAR
SENIOR VICE PRESIDENT

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Colmbatore : Module I-3, 2nd Floor, Tidel Park Colmbatore Limited (TPCL), Civil Aerodrome Post, Colmbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

DECLARATION

I, PISE VAISHNAVI, hereby declare that I have completely understood the contents of the instant Letter and I agree to abide by the below mentioned clauses:

1. Flexible to work in any shifts, process, Centre and location.
2. All the required documents to be submitted on the date of joining.
3. Salary will be subject to revision in case of non-submission of the required experience certificates.
 - Unsatisfactory responses from the previous employment references may lead to reduction in salary or/and termination of employment with us.
4. Non-disclosure of prior experience with HCL will lead to termination of employment.

In case, the aforesaid particulars are found to be incorrect or it is found that I have withheld some relevant facts, State street HCL Services (India) Private Limited has the right to withdraw the instant Letter of Offer and/or terminate my employment with immediate effect.

Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL

PRE-EMPLOYMENT BACKGROUND VERIFICATION

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
- Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpatt Taluk, Kanchesapuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

List of Documents required for joining (Must be mandatorily uploaded on Discover HCL Portal)	
S. No	Document Name
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)
2	Extension Letter (if the Date of Joining in the offer letter is past dated)
3	Passport –Name & DOB page as proof
4	10 th Mark sheet, only if passport is not available.
5	PAN Card as ID Proof (Only if passport is not available)
6	Passport Size Photographs (Only with white background)

- Please ensure that the copies uploaded are clearly visible as dark and hazy copies are not accepted.
- Please avoid clicking pictures of documents and uploading.
- Please do not send soft copies through Emails.
- Employee must enter/submit correct/accurate Aadhar number on joining portal so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required at the time of filling details on the portal.
- Induction Timings are will be circulated to you separately.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. personal laptop, Pen Drives etc. are not allowed inside the campus.

If requested by the recruiter, you may be required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 10:00 a.m. at your respective location of joining.

If your joining is completed remotely, please submit the requested documents to the HCL Onboarding team within 7 days of your date of joining, either in person or through courier.

Location of HCL Onboarding Team for joining formalities:

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidsl Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune -- 411 008, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No. -1 , Akashi Induction Room, Ground Floor, Tower – 1, Hub SEZ,, Plot No 3A, Sector 126, Noida - 201303. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Elcot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, -Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , , , Plot No. 5 & 7, Ilanthaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur -441108
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526]
12	Vijayawada	State Street HCL Services Private Limited, Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore	: Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Varwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Annexure III

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components are explained as following:

BASIC SALARY The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

House Rent Allowance (HRA) The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

Advance Statutory Bonus Applicable where monthly gross does not exceed INR21,000 (excluding variable component) as per the Payment of Bonus Act.

Attendance Allowance Attendance Allowance is payable max. up to INR.1000/- per month.

Food Wallet Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

Compensatory Allowance Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

Medical Insurance Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Varwada, Pune -- 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer- sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:**
Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.
*The percentage and amount is in compliance with the current PF Act.

Gratuity

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

88 64

Date: November 2, 2023

Private & Confidential

Kolekar Mayuri

Document ID - cdfc24e2-9be8-4bb4-b03a-0fcfc203f316

Dear Mayuri,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on November 8, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City, Tower 7, Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- dhirajumesh.rathod@hcl.com , failing which the offer will stand null and void.

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure II to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirunorur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai –603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venkeda, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- During your employment if the company identifies any negative instances/ irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

- Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

The Relocation Amount will be applicable to you as per Policy. The amount will be recoverable from your Full and Final settlement in case you decide to leave the organization before completion of 1 year from your Date of Joining

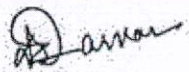
Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services



Debasis Sarkar
Sr. VP, Head-Global Rewards

DEBASIS SARKAR
SENIOR VICE PRESIDENT

7

SIGNATURE OF EMPLOYEE

HCLTech

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Colmbatore : Module I-3, 2nd Floor, Tidel Park Colmbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL

PRE-EMPLOYMENT BACKGROUND VERIFICATION

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
- Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India
 Worksite Coimbatore : Module I-3, 2nd Floor, Tidelpark Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
 Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.
 Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No. -1 , Akashi Induction Room, Ground Floor, Tower – 1, Hub SEZ,, Plot No 3A, Sector 126, Noida - 201303. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Elcot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, -Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , , Plot No. 5 & 7, Ilanthaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur -441108
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited, Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

- By default, the employees (who are not covered under the ESI Act, 1948) will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:**
Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

Gratuity

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. Inventions:

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as "**Prior Inventions**"), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as "**Inventions**"), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupur Panchayat Union, Chengalpatt Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore	: Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

that the laws of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

3. **Returning Company Documents:** I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.
4. **Notification to New Employer:** If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.
5. **Non-Solicitation:** For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.
6. **Non-Competition:** During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

For the purposes of these non-compete provisions, "Similar Services" means, services which meet all or any of the following criteria(s):

- i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Nevalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

8. **Remedies:** By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.
9. **Representations:** I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.
10. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

Kolekar Mayuri

November 2, 2023



Handwritten marks: a circled '89', a circled '61', and a circled '70'.

KV Staffing - Offer

1 message

Harshita Singh <bdm@kvstaffing.com>

Wed, 17 Aug, 2022 at 11:05 am

Reply to: bdm@kvstaffing.com

To: mayurighodake19@gmail.com

Cc: Amol <amol@kvstaffing.com>, Kishor <kishor@kvstaffing.com>

Dear Mayuri,

Greetings from KV Staffing Services.!

Thanks for your time and efforts exploring career opportunities with **KV STAFFING SERVICES**.

We are happy to inform you that your credentials are in line with our expectations and we are pleased to inform you that you are selected for employment with us as **HR Recruiter**.

You are offered with **CTC of Rs. 2,40,000 per annum** with in hand of 15,000 per month. There will be training period of **45 days**.

You are requested to join from **1st September 2022 at 9:30 AM**.

Your Willingness to Join KV can be expressed by Confirming Acceptance of this Offer indicating the Date of Joining by Sending Confirmation Email or physical presence at office, to process the appointment letter and other joining formalities.

P.S: Furnish copies of below mentioned documents, along with the originals for verification at the time of joining.

- Std X Certificate and mark sheet
- Std XII Certificate and mark sheet
- Degree Certificate and Semester-wise / Year-wise mark sheets
- Master's Degree Certificate and Semester-wise / Year-wise mark sheets
- Diploma /PG Diploma Certificate
- Any other Certificates with supporting documents, if any
- Your latest salary slip / Salary Certificate
- Passport sized colour photographs with white background
- Cancelled bank account cheque or passbook
- **Valid government ID proof for your current / permanent address (PAN Card & Aadhar Card).**

Thank You

Regards,

Harshita Singh
Lead - Human Resource

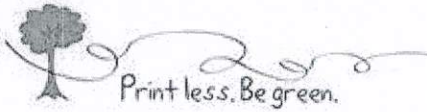
KV Staffing Services
Phone No: 8956240434
E-mail: bdm@kvstaffing.com



STAFFING SERVICES

A Venture by SUAN Technologies

Office No. 202, 2nd Floor, Aspiro Building,
Opp. to Thyssenkrupp, Pimpri, Pune - 411018



Dear Mayuri ,

We are pleased to inform you that you have been appointed to the position of the office staff at Megha's Japanese Learning Centre, Nashik.(Centre Code - 17.293)

You are requested to join us from 15th of June, 2023. You are offered with a CTC of Rs. 2,40,000 per annum with in hand of 18,000 per month. The terms of the employees have been attached in annexure with this letter.

Thank you.

Regards,
Megha Kamble



Megha's Japanese Learning Centre
Sahyadri Colony, Jail Road,
Nashik Road,
Nashik 422 101.
Contact : 8329768736

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Colmbatore : Module I-3, 2nd Floor, Tidel Park Colmbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: November 2, 2023

Private & Confidential

Gode Anushka

Document ID - cdfc24e2-9be8-4bb4-b03a-0fcfc203f368

Dear Anushka,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on November 8, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City, Tower 7, Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- dhirajumesh.rathod@hcl.com , failing which the offer will stand null and void.

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure II to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengelpet Taluk, Kancheepuram Dist. Chennai –603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- During your employment if the company identifies any negative instances/ irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

The Relocation Amount will be applicable to you as per Policy. The amount will be recoverable from your Full and Final settlement in case you decide to leave the organization before completion of 1 year from your Date of Joining

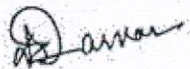
Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services



Debasis Sarkar
Sr. VP, Head-Global Rewards

DEBASIS SARKAR
SENIOR VICE PRESIDENT

Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL

PRE-EMPLOYMENT BACKGROUND VERIFICATION

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof - Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer - Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
- Previous Employer - Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark – Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India
 Worksite Coimbatore : Module I-3, 2nd Floor, Tidelpark Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
 Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.
 Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No. -1 , Akashi Induction Room, Ground Floor, Tower – 1, Hub SEZ,, Plot No 3A, Sector 126, Noida - 201303. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Elcot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562106
4	KOLKATA	HCL Technologies Ltd, Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, -Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , , , Plot No. 5 & 7, Ilanthaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur -441108
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526]
12	Vijayawada	State Street HCL Services Private Limited, Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruponur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer- sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:**
Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

Gratuity

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirunorur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. Inventions:

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as "**Prior Inventions**"), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as "**Inventions**"), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

that the laws of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

3. **Returning Company Documents:** I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of anyforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.
4. **Notification to New Employer:** If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.
5. **Non-Solicitation:** For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.
6. **Non-Competition:** During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

For the purposes of these non-compete provisions, "Similar Services" means, services which meet all or any of the following criteria(s):

- i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module F-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.

Registered Office : 806, Siddharthi, 96, Nehru Place, New Delhi - 110 019, India.

programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

8. **Remedies:** By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.
9. **Representations:** I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.
10. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

Gode Anushka

November 2, 2023

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kanchheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

91

Date: November 2, 2023

Private & Confidential

Nannaware Yash

Document ID - cdfc24e2-9be8-4bb4-b03a-0fcfc203f320

Dear Yash,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on November 8, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City, Tower 7, Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- dhirajumesh.rathod@hcl.com , failing which the offer will stand null and void.

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure II to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Nevalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

- During your employment if the company identifies any negative instances/ irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Colmbatore : Module I-3, 2nd Floor, Tidel Park Colmbatore Limited (TPCL), Civil Aerodrome Post, Colmbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venvada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

The Relocation Amount will be applicable to you as per Policy. The amount will be recoverable from your Full and Final settlement in case you decide to leave the organization before completion of 1 year from your Date of Joining

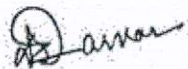
Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services



Debasis Sarkar
Sr. VP, Head-Global Rewards

DEBASIS SARKAR
SENIOR VICE PRESIDENT

7

SIGNATURE OF EMPLOYEE

HCLTech

Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL

PRE-EMPLOYMENT BACKGROUND VERIFICATION

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof - Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer - Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
- Previous Employer - Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai –603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidelpark Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 018, India.

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No. -1 , Akashi Induction Room, Ground Floor, Tower – 1, Hub SEZ,, Plot No 3A, Sector 126, Noida - 201303. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Elcot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, -Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , , , Plot No. 5 & 7, Ilanthaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur -441108
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited, Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.

Worksite Chennai	: ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirunorur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai –603 103, India
Worksite Coimbatore	: Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1	: Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office	: 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- By default, the employees (who are not covered under the ESI Act, 1948) will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer- sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:**
Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

Gratuity

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. Inventions:

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as "Prior Inventions"), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as "Inventions"), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai –603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

that the laws of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

3. **Returning Company Documents:** I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.
4. **Notification to New Employer:** If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.
5. **Non-Solicitation:** For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.
6. **Non-Competition:** During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

For the purposes of these non-compete provisions, "Similar Services" means, services which meet all or any of the following criteria(s):

- i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengelpet Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

8. **Remedies:** By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.
9. **Representations:** I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.
10. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

Nannaware Yash

November 2, 2023

Worksite Chennai : ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

104
92

Date: November 2, 2023

Private & Confidential

Thombare Atharava

Document ID - cdfc24e2-9be8-4bb4-b03a-0fcfc203f322

Dear Atharava,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on November 8, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City, Tower 7, Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- dhirajumesh.rathod@hcl.com , failing which the offer will stand null and void.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vengalwad, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- All our operations function **24x7, 365 days in a calendar year**. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but **shall not exceed 48 hours** in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of **Background Verification/Reference Check/any other test specified by the client** and genuineness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. **Please note that this offer is subject to satisfactory references being obtained.**
- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure II to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies
- In case the aforesaid particulars are found to be incorrect or it is found that you have **concealed or withheld** some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 6 months from date of joining. Subsequently, your annual performance appraisal and compensation

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Varwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- During your employment if the company identifies any negative instances/ irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training - and - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai - 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

- Salary certificate from your present and previous employers
- Please ensure to accept the Online Offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

The Relocation Amount will be applicable to you as per Policy. The amount will be recoverable from your Full and Final settlement in case you decide to leave the organization before completion of 1 year from your Date of Joining

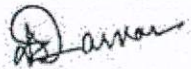
Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services



Debasis Sarkar
Sr. VP, Head-Global Rewards

DEBASIS SARKAR
SENIOR VICE PRESIDENT

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Annexure II

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL

PRE-EMPLOYMENT BACKGROUND VERIFICATION

S.No.	Particulars (To be submitted to the Recruiter)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required

Additional documents (To be submitted on request)

- Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
- Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

- The information provided in Resume and background verification form must be same.
- Information provided in background verification form must be accurate.
- Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalpuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 018, India.

S. No	Location	Address
1	NOIDA	HCL Technologies Ltd, Gate No. -1 , Akashi Induction Room, Ground Floor, Tower – 1, Hub SEZ,, Plot No 3A, Sector 126, Noida - 201303. UP (India)
2	CHENNAI	HCL Technologies Ltd, Sez Unit-2 (Sdb2 Buid), Elcot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd, Himalaya Induction Room, Level-2, H-01B, Special Economic Zone, Phoenix Infocity Pvt Ltd, -Survey No. 30,34,35 & 38, Hitech city 2, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd, IT City, Near Chack Gajaria Farms, Sultanpur Road, Gate No. 1, Tower SDC-02, First Floor – Induction Room-1, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Elcot, IT SEZ , , , Plot No. 5 & 7, Ilanthaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur -441108
11	Coimbatore	State Street HCL Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited, Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies **State street HCL Services (India) Private Limited** is governed by policies* which are listed in corporate intranet www.hclbpo.net.

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thirupurur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer- sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:**
Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

Gratuity

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity. Further, I will not bring into the Company premises any proprietary information or trade secret of any such employer, person or entity unless consented to in writing by such employer, person, or entity.

Third Party Information: I recognize that the Company has received, and in the future will receive, from third parties their confidential or proprietary information subject to a duty to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and agree to not disclose it to any person, corporation, or entity. I also agree not to use such information except as necessary in carrying out my work for the Company consistent with the Company's Agreement with such third party.

2. Inventions:

Inventions Retained and Licensed: I have shared and declared a list describing all inventions, original works of authorship, developments, improvements, and trade secrets which were made by me prior to my employment with the Company (collectively referred to as "**Prior Inventions**"), which belong to me, which relate to the Company's proposed business, products or research and development, and which are not assigned to the Company hereunder, or, if no such list is attached, I represent that there are no such Prior Inventions. If in the course of my employment with the Company, I incorporate into a Company product, process, or machine a Prior Invention owned by me or in which I have an interest, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license to make, have made, modify, use and sell such Prior Invention as part of or in connection with such product, process or machine.

Assignment of Inventions: I agree that I will promptly make full written disclosure to the Company, which will hold in trust for the sole right and benefit of the Company, and hereby assign to the Company, or its designee, all my right, title, and interest in and to any/all invention(s), original works of authorship, development, concepts improvements or trade secrets, whether or not patentable or registrable under copyright or similar laws, which I may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, during the period of time I am in the employ of the Company (collectively referred to as "**Inventions**"), except as provided in sub-section (e) below. I further acknowledge that all original works of authorship created by me (solely or jointly with others) within the scope of and during the period of my employment with the

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruppur Panchayat Union, Chengalpeta Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

that the laws of certain states would prohibit the assignment of such Inventions. I will advise the Company promptly in writing of any inventions that I believe meet the criteria of this paragraph.

3. **Returning Company Documents:** I agree that, at the time of leaving the employment of the Company, I will deliver to the Company (and will not keep in my possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, software, databases, equipment, other documents or property, or reproductions of any aforementioned items developed by me pursuant to my employment with the Company or otherwise belonging to the Company, its successors or assigns.
4. **Notification to New Employer:** If I leave the employment of the Company, I hereby grant consent to the Company to notify my new employer about my rights and obligations hereunder.
5. **Non-Solicitation:** For a period of six (6) months after termination of my employment or cessation of my association with the Company for any reason whatsoever, I shall not, solicit or cause or authorize directly or indirectly to be solicited for employment, or cause or authorize directly or indirectly to be employed on my own behalf or on behalf of any Third Parties, any person who is an employee of the Company. I also agree not to use or disclose to any Third Parties any information obtained by myself while being an employee of the Company concerning the names and addresses of the Company's past and present employees.
6. **Non-Competition:** During 6-month period, immediately following termination of my employment with the Company, unless I receive written authorization from the Company to do so. I will not, directly or indirectly, perform any similar Services for any competing Company including current or former customer and / or prospects of the Company with whom I worked in the past twelve (12) months.

For the purposes of these non-compete provisions, "Similar Services" means, services which meet all or any of the following criteria(s):

- i. work in the competing business / product (e.g. Digital Business; Security; Customer Experience; Marketing etc.) or sector (e.g. Financial Services) in which I worked for the Company; where the

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengelpet Taluk, Kancheepuram Dist. Chennai –603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Venwada, Pune – 411 006, India.

Registered Office : B06, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

programs or systems,. I understand that any violation or likely violation hereof may expose the Company to enormous losses & damages, including without limitation claims from Company's customers and as such the Company will be entitled to recover all such monies from me.

8. **Remedies:** By virtue of the duties and responsibilities attendant with my engagement by the Company, I understand that great loss and irreparable damage would be suffered by the Company if I should breach any of the terms of this Annexure. I acknowledge that each such term is reasonably necessary to protect and preserve the interests of the Company. Therefore, in addition to all other remedies available to the Company at law or in equity, the Company shall be entitled to, without posting a bond, specific performance, a temporary restraining order and a permanent injunction to prevent a breach or the continuation of a breach of any of the terms of this Agreement.
9. **Representations:** I represent that my performance of all the terms of my employment agreement and this Annexure will not breach any confidentiality agreements prior to my employment by the Company. I have not entered into, and I agree I will not enter into, any oral or written Agreement in conflict with any of the provisions of the undertakings in this Annexure.
10. **Integration:** I understand and agree that this Attachment is part of my integrated employment Agreement with the Company, and that the general provisions in the Agreement to which this is an attachment including, without limitation, those provisions concerning reformation and severability, shall be applied when interpreting this Annexure.

Accepted

Thombare Atharava

November 2, 2023



SKILL VERTEX

MOB: 9606012806, EMAIL: skillvertex@edu.in

WEBSITE: <http://www.skillvertex.in>

Mr. Rohit Yadav

S.No. 56/3 Flat no. 402 Aditya Properties
near SBI Bank gokul nagar
Katraj Pune- 411048

June 08. 2023

Dear Sir

With reference to your interview dated 02 June 2023, we are pleased to offer you position of Sales Executive, in our Organization.

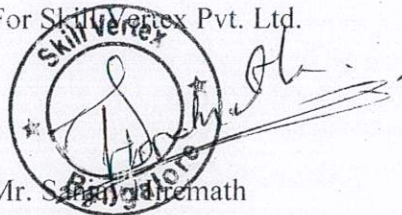
Your Joining date is confirmed at 08 June 2023 as per the following terms and conditions

- You are entitled to a c of 20000 p per month payable as per annexure a
- You agree to comply with terms and conditions of Appointment
- You agree to submit with us a signed copy of mark sheet an card. Sheet, Pan card as well as Passport Size Photograph and also bring originals for verifications

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For Skill Vertex Pvt. Ltd.



Mr. S. S. Srinivas
Sales Manager

27
94

Date: - 04th Nov 2023

To,
Shrikar Supekar

Job Offer Letter

Dear Shrikar,

Based on our discussion, we are pleased to offer you a fulltime position with our organization. Your title will be that of **Finance Executive**.

Your work location will be at Pune office.

You are required to join the company on **6th Nov 2023 at 11:00 AM**.

Your work timings are from **Monday to Saturday, 9:30 AM to 6:30 PM**.

Your annual fixed CTC is **INR 216,000**, plus reimbursement expenses, if any.

INR 2,000 from your monthly salary will be held with the company as a **performance bonus** and you will be eligible to receive the same in subsequent month of successful completion of 1 year.

Should you decide to accept **Greenticker Financial Services LLP's** offer of employment, please be advised that the **Greenticker Financial Services LLP's** Code of Business Conduct requires you to honor any agreement you have with your previous employers.

Furthermore, by signing this Offer Letter you confirm that you will not bring to your employment with **Greenticker Financial Services LLP's** any information considered confidential and/or trade secret information of another entity, including any prior employer, and that you will not use any such confidential and/or trade secret information of another entity for purposes of your employment with **Greenticker Financial Services LLP's**. During your employment, subject to applicable local laws, **Greenticker Financial Services LLP's** may take immediate disciplinary action (up to and including termination without notice or separation pay), if you are found to have violated the law or **Greenticker Financial Services LLP's** policies, including those related to the use of confidential information or tradesecrets as noted herein.

In the event of any legal action taken or claim made by your previous employer(s) with respect to your employment with **Greenticker Financial Services LLP's**, you alone (and not the Company) shall be liable and responsible for any costs or damages resulting from or related to the legal action or claim.

We look forward to your favorable written response and ask you reply to this email indicating your acceptance of the above terms and conditions of the Job offer by **End of the Day**.



Greenticker
FINANCIAL SERVICES LLP

This contract of employment is terminable without any reason by either you or by company by giving 45 days of notice period in writing/email communication.

Your probation period would start from your date of joining and will continue for **6 calendar months**. Only if you satisfactorily complete the probationary period, your employment become permanent. The company reserves the right to extend the probationary period by verbal/written communication. No leaves will be credited during the probation period.

You must be prepared for travel within city as required by your duties and/or as directed by the company.

The company may introduce new or different policies from time to time, which would be applicable to you. The scope of your job may narrow or broaden and your reporting may be changed depending on the company's requirement. All the existing policies of the company are applicable to you from the date of joining.

You represent to and ensure that you have not entered any other agreement/s which may be in conflicts with the capacity in which you are to be employed by **Greenticker Financial Services LLPs**.

We look forward to your favorable written response and ask you to sign and return to us one original letter indicating your acceptance of the above terms and conditions of the Job offer on the date of joining.

For GreenTicker Financial Services LLP

Mr. Omkar Deshpande

Partner



VBelieve Consulting Services Private Limited

Vasistha Bhavan, 4th Floor, Opp. Lane to DLF Cyber City, APHB Colony
Indira Nagar, Gachibowli Hyderabad, Telangana, India - 500032

43
7
95

Salary Slip of the month of January 2021

Employee Details		Banking Details	
Employee Id:	122021002	Bank Name:	HDFC Bank
Designation:	Marketing Executive	A/C No:	50100457442322
Department:	Marketing	PAN:	CRBPG9709C
Location:	Hyderabad	UAN:	101714592054
Earnings	Amount (INR)	Deductions	Amount (INR)
Basic Salary	10501.00	EPF	1260.00
House Rent Allowance	3001.00		
Telephone Reimbursement	800.00		
Special Allowance	2072.00		
Miscellaneous	2460.00		
Performance Pay	0.00		
Gross Salary	18834.00	Total Deductions	1260.00
Net Salary payable for the month	17574.00		

Annual Salary - 216000/-

Days paid	31
Leave Days	0
Leave Balance	2

This is a system generated payslip and does not require signature.



VBELIEVE CONSULTING SERVICES PVT. LTD.

www.vbelieveconsulting.in

29th September, 2021

To,
Mr. Abhishek Gaikwad

Dear Abhishek

This has reference to the interview and discussion we had with you. We are pleased to offer you the position of "Marketing Executive". As discussed, you will be responsible for the growth of the organization through effective marketing strategy formulation & implementation, shall be directly reporting to Mr. Mohd Saif Nawaz, Director, VBelieve Consulting Services Private Limited-Hyderabad.

Find below compensation details:

You will be paid a fixed monthly remuneration of **INR 18834/- pm**. Once, the external situations subside and you will start going on the field, you will be eligible for a daily travel reimbursement of **INR 2,0000/- pm**. You shall not be entitled to the same while you are working from home. Also, subject to achieving the monthly targets (100%) you are eligible for a performance pay of up to **INR 3,000/- pm**. The performance pay shall be capped at 200% of the targets. Here are the compensation particulars in detail.

Particulars		(Amount in INR.)	
		Monthly	Annualized
Basic Salary	:	10501.00	126012.00
House Rent Allowance	:	3001.00	36012.00
Telephone Reimbursement	:	800.00	9600.00
Special Allowance	:	2072.00	24864.00
Miscellaneous Allowance	:	2460.00	29520.00
Total		18834.00	226008.00
Daily Travel Reimbursement	:	2000.00	24000.00
Performance Pay (Payable based on the achievement of Monthly targets)	:	3000.00	36000.00
Total Gross Salary	:	23834.00	286008.00

Regards,
VBelieve Consulting

Mohd Saif Nawaz
Director

I agree to the above terms & conditions Dated 30/09/2021



96



76

Offer of Employment- Foresight CFO

1 message

Mon, 31 Jan 2022 at 5:31 pm

Talent - TopGrading <Talent@foresightcfo.com>

To: lucifercm C M creations <chaitanyamahangare1999@gmail.com>

Cc: Sanket Shah, Accounting Solution Lead <sanket@foresightcfo.com>, Sagar shah <sagar.punesatara@icagroup.in>

Hello Chaitanya

Thank you for investing your time to pursue an opportunity with **Foresight CFO.**

With reference to your application, we are pleased to offer you the position of **Junior Accountant** in our company, Congratulations!!

Your gross salary would be **18,000 (Eighteen Thousand) per month. Your yearly CTC comes to 2,16,000 Lakhs.**

Your Date of joining will be February 07, 2022.

So, we request you to fill in the **Emergency contact form here for further processes at our end.**

You are requested to submit the copies along with the original certificates at the time of joining.

- Offer Letter, Experience certificates from the previous employers.
- Copy of resignation/acceptance letter and relieving letter.
- Two passport size photographs
- Passport, Aadhar card, pan card, driving license.
- Higher Education certificate (Original + Xerox)
- Canceled Cheque
- Last 3 Months payslip from current/previous employer.

Attachments:

- Salary Break up

Note: The official copy of the agreement will be shared during the time of joining.

Thanks & Regards,

Neha Rajdev

Recruitment Manager

Contact +91-8889088783

alent@foresightCFO.com

www.foresightcfo.com

CHAITANYA MAHANGARE
C.M. MAHANGARE

Learn about how our Growth CFOs help CEOs Obliterate Obstacles to growth

Join Kirk and Alex for our **Bold Moves Webinar: People Problems?** on Feb 23

Reference: Persistent/Trainee/489712/0.3

**Trainee Offer Letter
Confidential**

27-Nov-2023

Ms Gauri Pandit

kiran niwas , lane no.6, ICICI Bank chowk, near datta mandir, karvenagar-52.
Pune, Maharashtra, India - 411052

Dear Gauri,

Subject: Your engagement as a trainee with Persistent

Congratulations!

With reference to your application for training with us, and the subsequent selection process, we are pleased to inform you that you have been selected as Trainee with Persistent Systems (Company).

The duration of the training will be for a period from **29-Nov-2023 to 29-May-2024.**

During the training period you will be paid a consolidated stipend of **Rs. 17,920/-** per month. As a company policy we would enroll you under the Provident Fund Scheme and would make the required percentage of deduction from your Stipend as a contribution toward your PF account.

Monthly Component	Amount (Rs.)
Basic Stipend [A]	16000
Company Contribution to E.P.F [B]	1,920
Gross Stipend [C]	17,920

You will also be eligible for benefits such as free lunch, snacks, tea and coffee during your internship period.

All terms and conditions in this document, read with any other document specifically referred herein and incorporated hereto by such reference, collectively shall constitute the entire understanding between the Trainee and the Company.

Company does not assure you or commit (a) any extension of this traineeship beyond the period stipulated under this letter and/or offer you employment with Company and/or absorb you as an employee of the Company in future. Unless otherwise specifically agreed in writing by Company, there shall be no employee-employer relationship between you and Company.

1. Working days

Normal working days for the Company are Monday through Friday. Company observes Sunday as a compulsory weekly off and Saturday as the other weekly off day. You will be governed by the working hours policy of the Company. Based on the business need, you may be required to work in shifts, in extended working hours or on call. The same may be modified from time to time to keep it in line with the prevailing local statutory provisions.

2. Holidays and Leaves

During the leaves period, you will be eligible for leave as per Company's Leave policy. You will not be eligible for any other leave or compensatory off during the training period.

3. Termination of training

The training period can be terminated with one month notice or stipend, in lieu of the notice period on either side.

The Company can terminate your traineeship without any notice period in case the training is terminated on grounds of:

- i. Breach of confidentiality or IP related obligations
- ii. Violation of law
- iii. Gross Misconduct
- iv. Material breach of Company policy.

In such event, the Company will not be liable to make payment, in lieu of notice period.

In case the last day of your training falls on a non-working day, your last day of traineeship shall be the immediate previous working day. The training period can be terminated by whatsoever reasons by either party by giving one month notice period.

Confidential

Page 1 of 2

Persistent Systems Limited, Bhageerath, 402, Senapati Bapat Road, Pune 411016 | Tel: +91 (20) 670 30000

Persistent Systems Inc., 2055 Laurelwood Rd, Suite 210, Santa Clara, CA 95054, USA | Tel: +1 (408) 216 7010

CIN - L72300PN1990PLCO56696 | Fax - +91 (20) 6703 0009 | e-mail - info@persistent.com | Website - www.persistent.com

Ver. 3 / Jul2023

4. Dispute Resolution

In case of any dispute or disagreement in relation to the terms of this offer or matters connected thereto, you agree to negotiate in good faith to resolve such dispute or disagreement. In case you and Company fail to settle the dispute/ disagreement amicably, the same may be exclusively referred to arbitration in accordance with the provisions of Arbitration and Conciliation Act, 1996 at Pune. Each party shall bear its own costs for arbitration.

Please contact Kalyani Kotgale (Email ID: kalyani_kotgale@persistent.com on the date of joining. We request you to report at 9 am at the address mentioned below for completion of joining formalities.

Joining Location: Pune

Joining Location Address: Rigveda-Yajurveda-Samaveda-Atharvaveda Plot No. 39, Phase I, Rajiv Gandhi Information Technology Park,, Hinjawadi, Pune, Maharashtra, India, 411057

5. Documents required at the time of joining

At the time of joining, the following original certificates/documents along with one photocopy should be furnished. Original certificates/documents will be returned to you after verification.

Original certificates/documents will be returned to you after verification.

Sr. No	Description
1	Certificates of educational qualification - SSC (10th Equivalent), School leaving, HSC (12th equivalent).
2	Certificate of Graduation/Post Graduation and Mark Sheets
3	2 recent passport size color photographs
4	Photo-attested bonafide certificate from college Principal

We welcome you to the Persistent family and look forward to a mutually fulfilling association.

Yours sincerely,
For Persistent Systems Limited



Kalpana Kudlingar
Head - Early Careers and Campus Relations

Acceptance of the offer

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of me having accepted the offer and the terms and conditions set out in this letter.

Also, I hereby declare that nothing apart from the above mentioned clauses have been committed to me during the selection process. I will join the Company on 29-Nov-2023.

Date:

Signature:

Name:

Confidential

Page 2 of 2

Persistent Systems Limited, Bhageerath, 402, Senapati Bapat Road, Pune 411016 | Tel: +91 (20) 670 30000

Persistent Systems Inc., 2055 Laurelwood Rd, Suite 210, Santa Clara, CA 95054, USA | Tel: +1 (408) 216 7010

CIN - L72300PN1990PLCO56696 | Fax - +91 (20) 6703 0009 | e-mail - info@persistent.com | Website - www.persistent.com

Ver. 3 / Jul2023



Date: 23 November 2022

To,
Ms. Asawari Arun Kadam
Pune
Pin Code-415505

Subject: Offer of Employment

Dear Asawari,

With reference to your application and subsequent interview with us, we are pleased to offer you the temporary contractual assignment for **12 months** starting date from **28 November 2022** end date **27 November 2023**. You will be required to execute an employment agreement on date of joining, which contains all the terms and conditions of your employment with the organization.

We are pleased to inform you that you will be detailed and deputed at our client "**Nexdigm Private Limited**" as "**Associate**" in **Pune**. Remuneration offered to you for the aforesaid position has already been discussed and agreed upon between us.

The appointment is on the terms as mutually agreed between us during the course of discussion. Formal appointment letter with terms & conditions will be handed over to you on your joining and completing the joining formalities. You are advised to join on **28 November 2022** your monthly fixed salary will be **INR 17917 per month**. If in spite of receiving the offer letter, you failed/neglected/refused to report to your duty on the date, place mentioned hereinabove, this offer letter shall stand invalid.

Documents required at the time of Joining

1. Updated Bio-Data
2. Educational Testimonials
3. ID Proof/Residence Proof for Address (Aadhaar Card/Pan Card/Driving License/Ration Card/Voter ID)
4. Fitness/Blood Group Certificate
5. Prior Experience/Professional Documents (if any)
6. Resignation Letters/Experience Certificates along with salary slips (if any)
7. 5 Copies of Passport Size Photo
8. 1 Copy Postcard Size Photo

Wish you success in your assignment and career in our organization. We look forward to a long and fruitful association with you.

Yours Sincerely,

Mr. Sameer Munshi
Senior Vice President - HR

I accept,
Ms./Mr. _____
Signature: _____

EBSC TECHNOLOGIES PRIVATE LIMITED

CIN No. U80904WB2018PTC226746

Regd. office: 1/1, Pollock Street, Kolkata 700001 India

Head Office: #501, Sapphire, SV Road, Khar (West), Mumbai 400 052 India

Tel: 91-22-33709000-19 | E-Mail: info@edubridgeindia.com | Website: www.edubridgeindia.com



ANNEXURE I		
Employee Name	Asawari Arun Kadam	
Date of Joining	28 November 2022	
Department	Business Process Management	
Designation	Associate	
COMPENSATION DETAILS		
Particulars	Monthly Amount	Annual Amount
Basic Salary	8959	107502
House Rent Allowance	3583	43001
Special Allowance	3024	36288
Statutory Bonus	746	8952
Gross Salary (A)	16312	195743
Employer – Provident Fund	1075	12900
Employer - ESIC [3.25%]	530	6360
TOTAL COST TO COMPANY	17917	215004
Employee – Provident Fund	1075	12900
Employee - ESIC [0.75%]	122	1464
Professional Tax	200	2500
Total Deduction (B)	1397	16764
Net Pay (A-B) **	14915	178980

Notes:

1. All amounts payable will be taxable as per statutory laws and deduction as required by the statute would be made from the payout to the employee
2. ***The Net Pay will be subject to Income Tax deductions, as applicable.
3. In case you opt for bus facility (Pune location only) which shall be allocated as per availability of seats, relevant deductions shall apply.

Yours Sincerely,

Mr. Sameer Munshi
Senior Vice President - HR

I accept,

Ms./Mr. _____

Signature _____

Date _____

EBSC TECHNOLOGIES PRIVATE LIMITED

CIN No. U80904WB2018PTC226746

Regd. office: 1/1, Pollock Street, Kolkata 700001 India

Head Office: #501, Sapphire, SV Road, Khar (West), Mumbai 400 052 India

Tel: 91-22-33709000-19

E-Mail: info@edubridgeindia.com

Website: www.edubridgeindia.com



Date: 23 November 2022

To,
Mr. Rushikesh Arun Lingawale
Pune
Pin Code - 415706

Subject: Offer of Employment

Dear Rushikesh,

With reference to your application and subsequent interview with us, we are pleased to offer you the temporary contractual assignment for **12 months** starting date from **28 November 2022** end date **27 November 2023**. You will be required to execute an employment agreement on date of joining, which contains all the terms and conditions of your employment with the organization.

We are pleased to inform you that you will be detailed and deputed at our client "**Nexdigm Private Limited**" as "**Associate**" in **Pune**. Remuneration offered to you for the aforesaid position has already been discussed and agreed upon between us.

The appointment is on the terms as mutually agreed between us during the course of discussion. Formal appointment letter with terms & conditions will be handed over to you on your joining and completing the joining formalities. You are advised to join on **28 November 2022** your monthly fixed salary will be **INR 17917 per month**. If in spite of receiving the offer letter, you failed/neglected/refused to report to your duty on the date, place mentioned hereinabove, this offer letter shall stand invalid.

Documents required at the time of Joining

1. Updated Bio-Data
2. Educational Testimonials
3. ID Proof/Residence Proof for Address (Aadhaar Card/ Pan Card/Driving License/Ration Card/Voter ID)
4. Fitness/Blood Group Certificate
5. Prior Experience/Professional Documents (if any)
6. Resignation Letters/Experience Certificates along with salary slips (if any)
7. 5 Copies of Passport Size Photo
8. 1 Copy Postcard Size Photo

Wish you success in your assignment and career in our organization. We look forward to a long and fruitful association with you.

Yours Sincerely,

Mr. Sameer Munshi
Senior Vice President - HR

I accept,

Ms./Mr. _____

Signature: _____

EBSC TECHNOLOGIES PRIVATE LIMITED

CIN No. U80904WB2018PTC226746

Regd. office: 1/1, Pollock Street, Kolkata 700001 India

Head Office: #501, Sapphire, SV Road, Khar (West), Mumbai 400 052 India

Tel: 91-22-33709000-19 | E-Mail: info@edubridgeindia.com | Website: www.edubridgeindia.com



ANNEXURE I		
Employee Name	Rushikesh Arun Lingawale	
Date of Joining	28 November 2022	
Department	Business Process Management	
Designation	Associate	
COMPENSATION DETAILS		
Particulars	Monthly Amount	Annual Amount
Basic Salary	8959	107502
House Rent Allowance	3583	43001
Special Allowance	3024	36288
Statutory Bonus	746	8952
Gross Salary (A)	16312	195743
Employer – Provident Fund	1075	12900
Employer - ESIC [3.25%]	530	6360
TOTAL COST TO COMPANY	17917	215004
Employee – Provident Fund	1075	12900
Employee - ESIC [0.75%]	122	1464
Professional Tax	200	2500
Total Deduction (B)	1397	16764
Net Pay (A-B) **	14915	178980

Notes:

1. All amounts payable will be taxable as per statutory laws and deduction as required by the statute would be made from the payout to the employee
2. ***The Net Pay will be subject to Income Tax deductions, as applicable.
3. In case you opt for bus facility (Pune location only) which shall be allocated as per availability of seats, relevant deductions shall apply.

Yours Sincerely,

Mr. Sameer Munshi
Senior Vice President - HR

I accept,

Ms./Mr. _____

Signature _____

Date _____

EBSC TECHNOLOGIES PRIVATE LIMITED

CIN No. U80904WB2018PTC226746

Regd. office: 1/1, Pollock Street, Kolkata 700001 India

Head Office: #501, Sapphire, SV Road, Khar (West), Mumbai 400 052 India

Tel: 91-22-33709000-19

E-Mail: info@edubridgeindia.com

Website: www.edubridgeindia.com

DWELLING RBS PRIVATE LIMITED

To Suraj Misal,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend you an offer to join our company as Business Development Executive. Your gross annual salary package (CTC) is Rs.2,04,000/-

Duties and Responsibilities:

- 1) Researching on Organizations for making them partners.
- 2) Responsible for getting on board new Builders and maintain the existing ones.
- 3) Maintaining records in Excel Sheets and must be provided whenever demanded.
- 4) Shall be responsible for being Single Point of Contact among the various teams and outside Builders.
- 5) Must be good in communication skills.
- 6) Must understand and carry out instructions/tasks handed over effectively.
- 7) Prepare presentation/graphs to explain the status of Builders and Clients on board.
- 8) Must be good in negotiations with Builders regarding the Profit Sharing Share/Ratio.
- 9) Must be open to additional work handed over by teams whenever

Copyright and Disclosure

- During the period of your Job with the Company, you shall be liable to disclose all copyright works for designs originated, conceived, written, or made by you or in which you have participated with others, either on completion or in marketable form, promptly when required by the company. All rights and copyrights of the work / material you produce either at the company's premises or elsewhere shall belong to the company.
- You shall not, whether during or after the termination of your Job, divulge any important information affecting the business and image of the company, to anybody, except to the authorized officials of the company.

Other Engagements

- During your hours of work, you must devote the whole of your time, attention and abilities towards your duties for the company. You will not, under any circumstances whether, directly or indirectly, undertake any other duties of whatever kind, during your hours of work in the company.
- During the course of your engagement confidential information will/ may be made available to you, which must not be given out or used outside. In the event of termination of engagement, whether voluntary or involuntary, this information should not be disclosed, used or exploited by you with any other individual, company or service.
- A person is only eligible for a salary hike after completion of 1 year of tenure with RBS.

DWELLING RBS PRIVATE LIMITED

This offer and your employment with Dwelling Rbs Private Limited is contingent on your satisfactory completion of all verification and/or background/reference checks, which may occur at any time prior to/after your effective joining date. This offer is contingent on us working together to determine an appropriate start date for your employment. As discussed, your date of joining will be 26th April, 2023.

For further queries / clarifications feel free to get back to us. We look forward to a mutually rewarding and a long-term career association with you. We express our wholehearted warm wishes towards beginning of your career with us and welcome you to the RBS Family.

Dwelling Rbs Private limited

(Authorized signatory)

SALARY ANNEXURE

Designation	BDE	
	MONTHLY (Rupees)	Annual (Rupees)
Annual CTC	2,04,000	
COMPONENTS	MONTHLY (Rupees)	Annual (Rupees)
Basic Salary	15000	180000
Petrol Allowance	2000	24000
Total Salary	17,000	2,04,000
TOTAL COST TO COMPANY	2,04,000	

You will be eligible only for 50% salary if the target assigned for a month is not achieved.

- Salary will be provided on performance basis and performance incentive will be paid on quarterly basis.
- ❖ I have carefully read and understood the terms and conditions of my engagement mentioned above and I accept them totally and shall abide by them.

Signed by

Name of the Employee Suraj Ramchandra Misal.

Date: 04/07/2023

Place: Pune

Handwritten initials

Handwritten circled number 99

Handwritten circled number 03

Handwritten circled number 101

Dated: 18.07.2022

Ref.: SG/LOA/2022/003

Mr Sanket Donekar

UI/UX Designer

Letter of Appointment

Dear Sanket Donekar,

Congratulations and welcome to **SocioGhost**. We are pleased to appoint you as **UI/UX Designer** with **SocioGhost** on the following terms and conditions. You will be on a probationary period of six months from the date of joining duty. The confirmation and continued employment are dependent on the successful completion of the probationary period and evaluation. Probation shall not be extended beyond two years. This offer is subject to satisfactory verification of your character and, antecedents & testimonials.

Duties:

You will commence employment with the SocioGhost on 11th June 2022, according to the instructions given by management. You are expected to apply your best degree of professional, technical, marketing, sales and administrative skills and experience, work diligently and evidence care and economy in use of office equipment and supplies. List of your job responsibilities is attached.

Compensation and Benefits:

You will draw a consolidated salary of Rs. 16,700/-pm (in hand) after deducting Professional Tax (PT) of Rs. 300/- during your probationary period. And CTC would be Rs.2,04,000/-. Salary increment will be based on your performance and after completion of Six months in the organization. You will be paid salary on a monthly basis. Payment of salary during authorized absence due to ill health will be entirely within the discretion of the management. During your employment with the company, any amount payable to you towards compensation, allowances, and/or any other payment will be subject to deduction of withholding taxes under applicable law. All requirements under Indian Tax Laws including tax compliance and filing of returns, assessments etc. will be fulfilled by you at your own cost.

Leaves:

During the six months, one leave per month may be allowed, solely at the management's discretion. Any extension of leaves will be considered as the loss of pay (LOP). You will be eligible for paid leaves after completion of probation period. National festival holidays may be availed by you as specified in the administrative guidelines of the company.

Employment:

You will devote your whole working time to the service if the company and will not engage in any other employment. Failure to comply with the above will subject you to immediate termination without notice to payment in lieu of notice.

Working hours:

Your normal working hours will be from 10:00am to 7:00pm; however, there may be occasions when you will be required to work beyond these hours.

Work rules:

You will be governed by the policies, procedures, regulations, and rules of the Company in effect from time to time whether such policies are specified in the letter of Appointment or elsewhere. Further, the Company may modify, change or add such policies, procedures, regulations or rules whether related to your salary or otherwise.

Confidentiality:

You will not, either during engagement with the Company or thereafter, disclose to any person whatsoever, any intellectual property, processes, ideas, or any information pertaining to or concerning the Company, or use it to your benefits. Any intellectual property (including but not restricted to discovery, idea, improvement or invention) developed by you alone or jointly with others during the time of your employment will belong to the Company and you will assign to or agree to assign to the Company, without additional compensation, all of your worldwide and perpetual rights in intellectual property.

Responsibility and negligence:

You will be responsible for all your acts of negligence and for all losses and damages resulting in or accruing to the Company. You will be liable to pay the Company the number of damages or losses. You are responsible for the safekeeping and return of all company's property, documents, brochures, presentation, reports, etc. which may be in your custody at a point in time.

Veracity of credentials:

If any information furnished by you at any point in time of your employment with the company is found to be incorrect, your employment is liable to be terminated with immediate effect without notice.

Termination of Service:

In the event of leaving the company, your resignation has to be intimated three months prior to the last working day of the contract year i.e., March 2023 or three months' salary has to be paid in lieu of. The salary for the month of April will be withheld and paid along with the salary for the month of May 2023. Any deviation will be liable for termination of services and no relieving letter will be issued whatsoever. If your performance is not satisfactory according to the management, management will terminate you from your services anytime without remuneration and prior notice.

Medical Fitness:

By accepting this offer you confirm that you are medically fit to effectively perform the job for which you are employed and that you do not suffer from any contagious or infectious disease or ailment that could risk the health of other employees or the students of the Company.



Commencement of duties:

Kindly return the duplicate copy of this letter, and the terms of appointment enclosed herewith, duly signed by you in confirmation.

With best wishes,

Ms Artee Gopal Kale

Director

SocioGhost

+91 955 2424 080
Office no.18, Pride Plaza Building,
Dr. Ambedkar Chowk, Pimpri, Pune 411 018.
socioghost.india@gmail.com



Teamplus

102
311
he
43

Appointment Letter

Date:- 20th June 2023
Name:- Sanyukta Bhalerao
Address:- Sr.No.24 Samrat Ashok Nagar, Bopodi Pune 411003

Dear Sanyukta,

We are pleased to appoint you as **IT Recruiter - IT Staffing**, at Pune, Maharashtra, India. We refer to your recent interview for the above position and are pleased to have you on board for the position with our Company effective from 12th June 2023 under the following terms and conditions:

1. SALARY

Your Annual salary will commence at Rs.1,50,000/-INR per Annum. Please refer last page for the detailed Salary Breakup.

Annual Salary CTC: Rs.1,50,000/-

Variable Pay: 12,500/- Quarterly Bonus will be paid after every successful completion of 4 months and only on achievement of quarterly targets for 12 joinings.

Your Annual Gross Salary: Rs.2,00,000/-

2. PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 6 months. An official confirmation of your appointment will be notified to you in writing after performance evaluation.

3. WORKING HOURS

Your working hours will be as follows:

Mon-Sat: 9.30AM– 6.30PM

Lunch Break: 1PM–1.30PM

At times you may be required to work irregular hours, including Sunday. Appropriate time off will be considered for work performance outside normal operational hours.

4. PAID LEAVE

The maximum leave will be fixed at 10 days per year after confirmation of an employment. No paid leaves are available in the probationary period. If availed, salary will be deducted for those days. The leave will be taken at interval periods unless requested for special reason. No leave will be granted immediately before/after Public Holidays. Employee cannot carry forward unutilized leave to the following year and must be utilized by end of that year.



+91 80 8760 6363



www.teamplusindia.in
hr@teamplusindia.in



HO: TeamPlus Staffing Solution Pvt Ltd. | 206, Gera Imperium Rise, Phase – II, Hinjawadi, Pune – 57

PUNE | MUMBAI | BANGLORE | CHENNAI | HYDERABAD | GURGAON



Teamplus

5. SELF MARRIAGE LEAVE

Permanent employees are entitled to 5 days' Marriage Leaves (Paid) for self-marriage only after confirmation of an employment.

6. BONUS/INCENTIVES

Bonus / Incentives are dependent upon the Company's profitability and your performance. It is only payable at the end of one year's service and will be paid before Chinese New Year. Bonus is given purely on the basis of your performance & paid on monthly / quarterly basis. It may vary as per the company rules & regulations

7. TAX DEDUCTIONS (PF, ESIC, PT & TDS)

Deduction of employee's contribution towards provident funds (PF), ESIC, Income Tax (TDS) & Professional Tax (PT) shall be deducted mandatorily every month as per the applicable slabs and rules prescribed by Govt. of India.

8. PERIOD OF NOTICE FOR TERMINATION OF EMPLOYMENT

Period of notice for termination of employment or salary in lieu shall be as follows:-

- a) First month of probation—without notice
- b) Second month till probation end—7 days
- c) After probation—15 days.

Leave cannot be utilized as resignation notice.

9. EMPLOYEE BENEFITS

Upon satisfactory completion of the probation period, you will become our permanent employee and are entitled to the benefits applicable to permanent employee. You are required to serve the Company with loyalty and honesty and strictly follow all instructions given to you by your supervisors in carrying out your duties. You shall not take or engage in any other employment, trade, and business, whatsoever outside the business of the Company during the period of your employment.

10. CONFIDENTIALITY

You shall not at any time during or after your employment term with the Company reveal any of the affairs or secrets of the Company to any other person(s) nor use or attempt to use any information which you may acquire in the course of your employment in any manner which may injure or cause loss to the Company

11. RESIGNATION/TERMINATION

The Company shall be at liberty at any time by notice in writing summarily terminating the service of the employee if:-



+91 80 8760 6363



www.teamplusindia.in
hr@teamplusindia.in



HO: TeamPlus Staffing Solution Pvt Ltd. | 206, Gera
Imperium Rise, Phase - II, Hinjawadi, Pune - 57

PUNE | MUMBAI | BANGLORE | CHENNAI | HYDERABAD | GURGAON



Teamplus

- a) She/ he are guilty of misconduct;
- b) She /he is negligent in the discharge of her/his duties; or
- c) being absent or being unable to perform her/his duties and alleging ill-health as the cause thereof, she/he shall refuse to practitioner nominated by the company to examine her/him or shall fail to give to such medical practitioner the information necessary to report upon her/his state of health.

Upon resignation or termination of service, you shall deliver to the person in charge all property/documents/laptop/mobile/passwords (if any) in your possession which belongs to the company.

To avoid any doubt, it is here by declared that the property and all such property/documents/laptop/mobile/passwords (if any) used in the course of your work belong to the company.

If you are agreeable to the above terms and conditions of the appointment, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

12. EXPERIENCE CERTIFICATE

No Experience Letter will be issued for those, who will be leaving or getting terminated within period of 6 months.

Yours sincerely,

Shalaka Dumbre
Director



I agree to the appointment and accept the above terms and conditions of service.

Signature:

Name: Sanyukta Bhalerao

Date of Joining: 12-June-2023

(Documents required: Copy of Aadhar Card & PAN Card)



+91 80 8760 6363



www.teamplusindia.in
hr@teamplusindia.in



HO: TeamPlus Staffing Solution Pvt Ltd. | 206, Gera Imperium Rise, Phase - II, Hinjawadi, Pune - 57

PUNE | MUMBAI | BANGLORE | CHENNAI | HYDERABAD | GURGAON



72

Dnyaneshwar B. Rao Unawane <placement@mmimert.edu.in>

Fwd: Offer Letter from TeamPlus Staffing Solution Pvt Ltd

2 messages

Sanyukta Bhalerao <sanyuktabhalerao359@gmail.com>
To: "Dnyaneshwar B. Rao Unawane" <placement@mmimert.edu.in>

Wed, Jun 7, 2023 at 2:53 PM

----- Forwarded message -----

From: **Akhila Deshpande** <akhila.d@teampplusindia.in>
Date: Wed, Jun 7, 2023, 10:48 AM
Subject: Offer Letter from TeamPlus Staffing Solution Pvt Ltd
To: <sanyuktabhalerao359@gmail.com>
Cc: Shalaka Dumbre <hr@teampplusindia.in>

Dear Sanyukta,

Congratulations!

We are pleased to extend the following offer of employment to you on behalf of TeamPlus Staffing Solution Pvt Ltd. You have been selected as the best candidate for the below.

Position: Hr IT Recruiter**Working hours / Holidays:**

9:30 am to 6:30 pm
Alternate Saturday off.
Sunday fix off
All the National Holidays will be off.

Annual Salary CTC: Rs. 1,50,000.00**Monthly Target 4 joinings per month.
(Replacement 3 months)****Variable Pay: 12,500/- Quarterly Bonus will be paid after every successful completion of 4 months and only achievement of quarterly targets for 12 joinings.****Your Annual Gross Salary: Rs.2,00,000/-****Deductions: All the statutory deductions PF, ESIC, TDS as per applicable slabs prescribed by Govt of India.**

Apart from this offer we have Incentive structure Extra .

Individual: 4 joining in a month.

Replacement 3 Month . Incentive will be paid after 2 month completion of selected candidates.

Incentive structure for all:

1st Joining: Rs.1000
2nd Joining: Rs.2000
3rd Joining: Rs.3000
4th Joining: Rs.4000
5th Joining: Rs.5000
& so on..

Expected Date of Joining: 12th June 2023

Location: Office at Hinjewadi, Pune

Notice Period: 1 Month

Termination: 15 Days

WAITING FOR YOUR ACCEPTANCE.

Akhila Deshpande

- HR Generalist

TeamPlus Staffing Solution Pvt Ltd,

p: 8217489223

HO:Gera's Imperium Rise Office no: 206, 2ND FLOOR , Phase II, Rajiv Gandhi Infotech Park, Hinjawadi, Pune, 411057

w: www.teamplusindia.in e: hr@teamplusindia.in

PUNE | BANGALORE | MUMBAI | CHENNAI | HYDERABAD | NOIDA

Sanyukta Bhalerao <sanyuktabhalerao359@gmail.com>
To: "Dnyaneshwar B. Rao Unawane" <placement@mimert.edu.in>

Wed, Jun 7, 2023 at 2:55 PM

[Quoted text hidden]



KAILASH COATING

KAILASH COATING
777, DANGAT INDUSTRIAL ESTATE,
DANGAT VASTI, NEAR ADITYA HOTEL,
SHIVANE. PUNE-411 023.

DATE:- 28 JAN 2023

Dear Shweta Jadhav

Congratulations! We are pleased to confirm that you have been selected to work for Kailash Coating .We are delighted to make you the following job offer.

The position we are offering you is that of company **Jr.Accountant** with an annual cost to the company of **200000**. This position reports to Sachin Thorat (Sr. Manager)

We would like you to start work on 30 JAN 2023. Please report to Sachin Thorat for documentation and orientation. if this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool in which you may be required to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 29 JAN 2023 to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of Kailash Coating and look forward to working with you.

Sincerely,

Kisan More
Kailash Coating

Accepted by,
Shweta Jadhav

For KAILASH COATING
apingale
AUTH.SIGN./PROP.

03, October 2022

To,

Supriya Laxman Gund

Katalwedhe Tal parner Dist Ahmadnagar, Parner, Maharashtra, 414304

Dear Supriya,

Congratulations and welcome to the Ambit family! It is a pleasure to extend to you a formal offer of employment as per the following:

1. We offer you a position as **Management Trainee** in our **SME Lending** business with **Ambit Finvest Private Limited**. Your date of joining will be **04, October 2022** and you will be based in our **Pune** office.
2. You will join us on an annual fixed compensation package of **Rs. 200,000/- (Rupees Two Lakhs Only)** per annum covering Basic Salary, HRA and all other allowances including the Company's contribution towards Provident Fund, if applicable or any other allowances as may be introduced by the Company from time to time. Please note that this offer of employment, and your continued employment with the Company, is subject to successful completion of background verification by a third party.
3. You will be on probation for a period of six months. At the end of six months you would go through a confirmation review and be confirmed as a permanent employee upon successful completion of your probation. The period of probation can be extended for a further period of six months or part thereof if found necessary. During the probationary period, either party may terminate service upon serving 90 days' notice or salary in lieu thereof without assigning any reason.
4. After confirmation of your probation, either side may terminate the employment by issuing a notice of 90 days or on payment of salary in lieu thereof. However, you may be allowed to pay salary in lieu of the notice period only at the discretion of the Company.
5. Your services shall be transferable and utilized anywhere within the Company or at any of the Company's associates, branches, offices situated in India or outside India whether in existence today or established hereafter and due to this transfer your service conditions will not be affected.
6. The age of superannuating from the Company's service will be upon your reaching the age of 60. For the purpose of determining this, the age recorded by you with the Company at the time of appointment shall be considered as final and conclusive

Compensation

Your compensation is subject to applicable tax deductions at source as per applicable law including the Income Tax Act, 1961, any other tax and the rules and regulations as may be framed/amended from time to time. You shall be solely responsible for filing your own tax returns as required under Indian Law.

Other Conditions

- You will at all times during your employment devote your whole time and attention to the business of the Company or any of its associates, branches, offices within the territory to which you may be posted by the Management.
- In view of your position and office, you must efficiently and sincerely perform to the best of your ability all responsibilities and ensure the achievement of results. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation /image and business of the Company and any of its affiliates or associate companies, whether directly or indirectly.
- Any change in your residential address or material change in any information provided to the company should be notified promptly in writing to the Company.
- All conditions regarding leave, other staff benefits or any other privileges are governed by the rules and policies of the Company, as may be amended from time to time, which forms an integral part of the terms of your appointment and you are required to comply with the same.

Termination for Misconduct:

Your employment with the Company shall be terminated for misconduct. 'Misconduct' shall include:

- The continued and gross failure to substantially perform your duties to the Company (other than any such failure resulting from retirement, death or permanent disability or voluntary retirement);
- If you in willfully, recklessly or grossly negligent conduct which is determined by the Company to be detrimental to the interests of the Company or any of its affiliates or associate companies, monetarily or otherwise;
- Your pleading guilty to or conviction for a felony/crime;
- Fraud, misfeasance, breach of trust committed by you, or disclosure by you to any third party, of any confidential information relating to the Company or any of its affiliates or associate companies;
- Your employment in any other organization or provision of services by you for any other organization whilst in the employment of the Company without the previous written consent of the Company;
- You being declared bankrupt; or
- You violate non-compete covenants, if any, signed or agreed by you as part of your employment terms with the Company; or
- Providing any false, inaccurate information or wrong declaration
- Violation of Company's Code of Conduct
- Violation of Prevention of Insider Trading

Code of Business Conduct

Your appointment is also subject to your agreement to abide by the Ambit Code of Business Conduct and other internal policies of Ambit. A copy is provided to you with this letter and you are required to indicate acceptance after reviewing it.

Non-Disclosure of Company's Confidential Information:

- During the continuance of your employment and thereafter, you will not divulge to any person your salary increments and emoluments and all other secrets or confidential information concerning the Company's or any of its affiliates or associate companies business or affairs, their customers/clients or suppliers, etc.
- Upon termination of your employment, you will return to the Company all papers and documents which may be at that time in your possession (in paper and/or electronic form) relating to the business or affairs of the Company or any of its affiliates or associate companies and you will not retain any copies or extracts there from in any form.
- All information, notes, memoranda, etc. received, produced or otherwise made available to you during or in connection with your appointment and which has not been made available to the public by the Company shall be maintained in the utmost confidence by you and shall not be released or disclosed to any other person without the prior written authorization of the Company and in furtherance of the Company's business or as required by law. If you disclose any of the Company's or its affiliates or associate companies confidential information and documents without prior written authorization, you will render yourself liable to instant dismissal and/or legal action at your cost and consequence.
- You hereby agree and assure the Company that during the term of your employment, you shall disclose and assign promptly to the Company all intellectual property, including but not limited to copyrights, design rights, trade marks in or to any innovations on processes, methodologies, software applications or products developed during the course of your services with the Company obtained/disclosed by you individually or jointly with any other person or on behalf of the Company in relation to the work carried on, discovered, invented designed and/or authored by you (hereinafter referred to as "Intellectual Property") during your appointment. Such Intellectual Property shall constitute the absolute property of the Company and you will treat such Intellectual Property as confidential and proprietary and will use such information solely for the benefit of the Company and not lay claim on any such Intellectual Property during your services or after expiry or sooner termination of the same. You agree and undertake that you will provide all necessary assistance to the Company to perfect any assignment or title of such Intellectual Property Rights.

General

You shall not at any time during the term of your employment and for a period of two years after the termination, either on your own behalf or on behalf of any third person (directly or indirectly), (i) solicit, employ or retain, or have or cause any other person or entity to solicit, employ or retain, any person who has been working for or dealing with the Company or its affiliates or associate companies; (ii) encourage any such person not to devote his or her full business time to the Company or its affiliates or associate companies; or (iii) agree to hire or employ any such person.

You shall not for a period of two years after the termination of your employment, either on your own behalf or on behalf of any third person (directly or indirectly), canvass, solicit or entice away from the Company or its affiliates or associate companies, any business or deal or persuade/influence the client(s) of the Company or its affiliates or associate companies, to follow your new employer or otherwise.

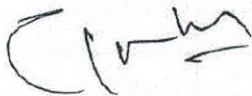
Conflict of Interest

You are required to engage yourself exclusively in the employment of the Company and perform the work of the Company and shall not take up any other assignments or duties (whether the same is independent or otherwise, and whether the same is part time or full time, in an advisory capacity or otherwise) which are directly or indirectly in conflict with the interests of the Company without the expressed written consent of the Company.

The terms and conditions mentioned above are not exhaustive. Where applicable, the Staff Handbook / Policy Manual subject to revision from time to time and the applicable laws of India will also form part of this contract.

We look forward to welcoming you to our Company and your association with us.

For: **Ambit Finvest Private Limited**



Tulika Dass
Group Head – Human Resources

I have carefully read and fully understood the above letter and the terms and conditions set forth therein and I hereby accept the same.

Signature: _____

Dated: _____

Name: **Supriya Laxman Gund**

03, October 2022

To,

Supriya Laxman Gund

Katalwedhe Tal parner Dist Ahmadnagar,Parner,Maharashtra,414304

Dear Supriya,

Congratulations and welcome to the Ambit family! It is a pleasure to extend to you a formal offer of employment as per the following:

1. We offer you a position as **Management Trainee** in our **SME Lending** business with **Ambit Finvest Private Limited**. Your date of joining will be **04, October 2022** and you will be based in our **Pune** office.
2. You will join us on an annual fixed compensation package of **Rs. 200,000/- (Rupees Two Lakhs Only)** per annum covering Basic Salary, HRA and all other allowances including the Company's contribution towards Provident Fund, if applicable or any other allowances as may be introduced by the Company from time to time. Please note that this offer of employment, and your continued employment with the Company, is subject to successful completion of background verification by a third party.
3. You will be on probation for a period of six months. At the end of six months you would go through a confirmation review and be confirmed as a permanent employee upon successful completion of your probation. The period of probation can be extended for a further period of six months or part thereof if found necessary. During the probationary period, either party may terminate service upon serving 90 days' notice or salary in lieu thereof without assigning any reason.
4. After confirmation of your probation, either side may terminate the employment by issuing a notice of 90 days or on payment of salary in lieu thereof. However, you may be allowed to pay salary in lieu of the notice period only at the discretion of the Company.
5. Your services shall be transferable and utilized anywhere within the Company or at any of the Company's associates, branches, offices situated in India or outside India whether in existence today or established hereafter and due to this transfer your service conditions will not be affected.
6. The age of superannuating from the Company's service will be upon your reaching the age of 60. For the purpose of determining this, the age recorded by you with the Company at the time of appointment shall be considered as final and conclusive

Compensation

Your compensation is subject to applicable tax deductions at source as per applicable law including the Income Tax Act, 1961, any other tax and the rules and regulations as may be framed/amended from time to time. You shall be solely responsible for filing your own tax returns as required under Indian Law.

Other Conditions

- You will at all times during your employment devote your whole time and attention to the business of the Company or any of its associates, branches, offices within the territory to which you may be posted by the Management.
- In view of your position and office, you must efficiently and sincerely perform to the best of your ability all responsibilities and ensure the achievement of results. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation /image and business of the Company and any of its affiliates or associate companies, whether directly or indirectly.
- Any change in your residential address or material change in any information provided to the company should be notified promptly in writing to the Company.
- All conditions regarding leave, other staff benefits or any other privileges are governed by the rules and policies of the Company, as may be amended from time to time, which forms an integral part of the terms of your appointment and you are required to comply with the same.

Termination for Misconduct:

Your employment with the Company shall be terminated for misconduct. 'Misconduct' shall include:

- The continued and gross failure to substantially perform your duties to the Company (other than any such failure resulting from retirement, death or permanent disability or voluntary retirement);
- If you in willfully, recklessly or grossly negligent conduct which is determined by the Company to be detrimental to the interests of the Company or any of its affiliates or associate companies, monetarily or otherwise;
- Your pleading guilty to or conviction for a felony/crime;
- Fraud, misfeasance, breach of trust committed by you, or disclosure by you to any third party, of any confidential information relating to the Company or any of its affiliates or associate companies;
- Your employment in any other organization or provision of services by you for any other organization whilst in the employment of the Company without the previous written consent of the Company;
- You being declared bankrupt; or
- You violate non-compete covenants, if any, signed or agreed by you as part of your employment terms with the Company; or
- Providing any false, inaccurate information or wrong declaration
- Violation of Company's Code of Conduct
- Violation of Prevention of Insider Trading

Code of Business Conduct

Your appointment is also subject to your agreement to abide by the Ambit Code of Business Conduct and other internal policies of Ambit. A copy is provided to you with this letter and you are required to indicate acceptance after reviewing it.

Non-Disclosure of Company's Confidential Information:

- During the continuance of your employment and thereafter, you will not divulge to any person your salary increments and emoluments and all other secrets or confidential information concerning the Company's or any of its affiliates or associate companies business or affairs, their customers/clients or suppliers, etc.
- Upon termination of your employment, you will return to the Company all papers and documents which may be at that time in your possession (in paper and/or electronic form) relating to the business or affairs of the Company or any of its affiliates or associate companies and you will not retain any copies or extracts there from in any form.
- All information, notes, memoranda, etc. received, produced or otherwise made available to you during or in connection with your appointment and which has not been made available to the public by the Company shall be maintained in the utmost confidence by you and shall not be released or disclosed to any other person without the prior written authorization of the Company and in furtherance of the Company's business or as required by law. If you disclose any of the Company's or its affiliates or associate companies confidential information and documents without prior written authorization, you will render yourself liable to instant dismissal and/or legal action at your cost and consequence.
- You hereby agree and assure the Company that during the term of your employment, you shall disclose and assign promptly to the Company all intellectual property, including but not limited to copyrights, design rights, trade marks in or to any innovations on processes, methodologies, software applications or products developed during the course of your services with the Company obtained/disclosed by you individually or jointly with any other person or on behalf of the Company in relation to the work carried on, discovered, invented designed and/or authored by you (hereinafter referred to as "Intellectual Property") during your appointment. Such Intellectual Property shall constitute the absolute property of the Company and you will treat such Intellectual Property as confidential and proprietary and will use such information solely for the benefit of the Company and not lay claim on any such Intellectual Property during your services or after expiry or sooner termination of the same. You agree and undertake that you will provide all necessary assistance to the Company to perfect any assignment or title of such Intellectual Property Rights.

General

You shall not at any time during the term of your employment and for a period of two years after the termination, either on your own behalf or on behalf of any third person (directly or indirectly), (i) solicit, employ or retain, or have or cause any other person or entity to solicit, employ or retain, any person who has been working for or dealing with the Company or its affiliates or associate companies; (ii) encourage any such person not to devote his or her full business time to the Company or its affiliates or associate companies; or (iii) agree to hire or employ any such person.

You shall not for a period of two years after the termination of your employment, either on your own behalf or on behalf of any third person (directly or indirectly), canvass, solicit or entice away from the Company or its affiliates or associate companies, any business or deal or persuade/influence the client(s) of the Company or its affiliates or associate companies, to follow your new employer or otherwise.

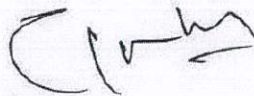
Conflict of Interest

You are required to engage yourself exclusively in the employment of the Company and perform the work of the Company and shall not take up any other assignments or duties (whether the same is independent or otherwise, and whether the same is part time or full time, in an advisory capacity or otherwise) which are directly or indirectly in conflict with the interests of the Company without the expressed written consent of the Company.

The terms and conditions mentioned above are not exhaustive. Where applicable, the Staff Handbook / Policy Manual subject to revision from time to time and the applicable laws of India will also form part of this contract.

We look forward to welcoming you to our Company and your association with us.

For: **Ambit Finvest Private Limited**



Tulika Dass
Group Head – Human Resources

I have carefully read and fully understood the above letter and the terms and conditions set forth therein and I hereby accept the same.

Signature: _____

Dated: _____

Name: **Supriya Laxman Gund**

Date: Sep 10, 2022
Offer No : QS2765210

64 105 48 511

QUESS
HUMAN RESOURCES

VYANKTESH RAMESH DIVEKAR
KRUSHN-KUNJ,72/1,JADHAV NAGAR, RAIKAR MALA, DHAYARI, PUNE CITY,
MAHARASHTRA, INDIA - 411041N
PUNE
MAHARASHTRA

FIXED TERM EMPLOYMENT CONTRACT

Dear **VYANKTESH RAMESH DIVEKAR**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to Client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from SEP 11, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from SEP 11, 2022 to AUG 10, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at PUNE.

POSITION:

Quess Confidential
Page 1

Offer No : QS2765210

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

You are appointed as DMA.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid AUG 10, 2023 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 30 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 30 day's notice.

Quess Confidential

Page 2

This is a system generated letter

Offer No : QS2765210

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.queSScorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated

Quess Confidential

Page 3

This is a system generated letter

Offer No : QS2765210

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.queSScorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

accordingly.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on Sep 11 2022 at the clients place.

You are requested to bring the following documents at the time of joining:

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Quess Confidential
 Page 4

Offer No : QS2765210

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscopy.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited**.



Tej Hans Raj Singh
Deputy CEO

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same and I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....

Quess Confidential

Page 5

This is a system generated letter

Offer No : QS2765210

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2765210**
Designation: **DMA**

Associate Name: **VYANKTESH RAMESH DIVEKAR**
Location: **PUNE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	12545	150540
House Rent Allowance	627	7524
Statutory_ bonus	1045	12540
Gross Salary	14217	170604

Employer's Contribution		
Employer Provident Fund	1505	18060
Employer_esi	463	5556
Total Contribution	1968	23616
Cost to Company : (CTC)	16185	194220

Deduction: (Subjected to change)		
Professional Tax	200	2400
Employee Esi	107	1284
Provident Fund	1505	18060

Quess Confidential
Page 6

Offer No : QS2765210

This is a system generated letter

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Total Deduction	1812	21744
Net Take Home	12405	148860

~~Annual Salary - 23~~
Annual salary - 1,94,220/-

NOTE :Performance Bonus / Incentive earned will not be paid if such employee resigns or if the services of the employee is terminated on or before date of payout.

Quess Confidential
Page 7

This is a system generated letter

Offer No : QS2765210

QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

November 23, 2023

Ref:HDBFS/21-22/HRIC271739/Appt/A54510

Mr. Avishkar Diliprao Kadam,
Flat No.- 20,
S1 Phase,
Ambegaon Pathar,
Near Sai Siddhi Chowk,
Pune-411046

Dear Mr. Avishkar Diliprao Kadam,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as CORPORATE SALES EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at PUNE. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

- e) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- f) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- g) This letter of appointment can be terminated by either party by giving One month's notice in writing. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof. The Company may, at its sole discretion, require you to proceed on leave during your notice period. Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- h) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- i) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- j) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.
- k) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- l) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

- m) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
- n) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- o) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- p) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- q) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights"(as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- r) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- s) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.
- t) Your appointment will be subject to the organization receiving satisfactory references and Contact Point verification report.

- u) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- v) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than December 8, 2023.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.


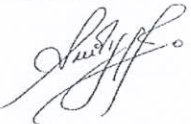


Smily Mehra
HBL Global - a division of HDB Financial Services Limited.

AGREED AND ACCEPTED

Mr. Avishkar Diliprao Kadam

Annexure A

		Compensation Breakup	
Name	MR.AVISHKAR DILIPRAO KADAM		
Role	Corporate Sales Executive		
Grade	G7		
Location	Pune		
Annual Compensation Break up			HDBFS Monthly
Basic	1,01,256		8,438
HRA	40,500		3,375
Conveyance Allowance	20,244		1,687
Provident Fund (Employer's contribution)	14,580		1,215
Gross Salary (A)	1,76,580		14,715
ESIC (Employer's contribution) --- (B)	5,265		439
Gratuity ----- (C)	4,870		406
Total Fixed Compensation (D=A+B+C)	1,86,715		15,560
Note:			
This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report.			
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively			
You will be entitled to Performance Incentive Plan as per Company Policy			
Gratuity is as per "The Payment of Gratuity Act".			
You will be covered under Group Personal Accident Insurance as per policy of the Organization			
		Ref:HDBFS/21-22/HRIC271739/Appt/A54510	

I accept the terms and conditions as mentioned in the Appointment letter.

Mr.Avishkar Diliprao Kadam

WNS

Extending Your Enterprise

107
www.wns.com
26

31-May-2024

Mayuri Ganesh Waghmare

At.Post Bordi Tq.Akot, Bordi,

Akola,Maharashtra-444101

WNS Global Services (P) Ltd (WNS)

Sub. Appointment as an Apprentice**Dear Mayuri,**

With reference to your application and the subsequent interview you had with us, we have pleasure in offering you the position of **Apprentice - EPP (JC6855)** in **WNS Global Services Pvt. Ltd.** based at **Pune - Magarpatta SEZ (MGRPATTA-SEZ)** location on the following terms and conditions.

1. Your Stipend will be **INR 15,200 Only (Indian Rupees Fifteen Thousand, Two Hundred Only)** per month; subject to Professional Tax deduction as applicable.
2. As discussed and agreed you will join not later than **03-Jun-2024**.
3. Your place of work will be **Pune - Magarpatta SEZ (MGRPATTA-SEZ)**.
4. The terms of this apprenticeship shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this apprenticeship.
5. You shall be required to provide the Company all documents (along with true copies of the same duly attested by a Gazetted officer certifying the same as true copy) and information as informed upon joining.
6. The Company's business involves operating 7 days a week, twenty-four hours a day. You will be expected to attend office as assigned to you by your supervisors and as per applicable. Weekly offs will be governed as per company policy.
7. You will be on apprenticeship for **9** months from the date of joining; during the apprenticeship, the Company may immediately terminate this apprenticeship, if you are found to be in material breach of any of the terms of your apprenticeship and the Company Policy.
8. Your apprenticeship will come to an end on the completion of last day of **9** months i.e. **02-Mar-2025**.
9. You will be entitled for leaves as per company policy, subject to prior approval from the concerned supervisor.
10. Your Absence for a continuous **period of three days** without prior approval of your supervisors, (including overstay of leave / apprenticeship), would be treated as abandonment of apprenticeship and can lead to termination without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred with regard to apprenticeship and development, special education, up skilling or on the job apprenticeship imparted by the Company and damages suffered by Company due to loss of billing, etc.
11. Notice to separation/termination of apprenticeship in electronic form on your part such as SMS or personal email shall not be accepted as adequate notice of

AUSTRALIA
COSTA RICA
INDIA
THE PHILIPPINES
ROMANIA
SRI LANKA
UAE
UK
USA

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg,
Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN:
U72200MH1996PTC100196

DocuSigned by:
G. Waghmare
3A37062E8B8F4D1...

Accepted and Agreed

Mayuri Ganesh Waghmare
Candidate's Name & Signature

WNS

Extending Your Enterprise

termination for the purposes of this apprenticeship. Notice to terminate this apprenticeship has to be addressed in writing by the Apprentice to the Company in the form and manner as may be prescribed in the Company Policy by serving appropriate notice. However, immediate release from the apprenticeship would be decided by the Management on its discretion.

12. WNS reserves the right to terminate your apprenticeship with immediate effect on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
13. Your appointment as Apprentice is subject to you being medically fit for Apprenticeship.
14. Reference Checks / Background, testimonials and Police verification: Your appointment is also subject to a satisfactory reference / background check, testimonial and Police verification. The Company shall, at its discretion conduct background / reference check and testimonial and police verification either before joining the company or within a reasonable and practicable time frame after joining. This apprenticeship continuance is conditional upon the result of such checks. In case the results of the same checks are negative or unsatisfactory for any reason whatsoever, your appointment as Apprentice will be treated as null and void ab initio. In such eventuality, you may be immediately relieved from the apprenticeship without giving any notice or without paying Stipend for the period of engagement up to aforesaid date of relieving.
15. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies. It shall be your duty to peruse and understand all the terms and conditions enumerated in Company's Policy as well as the repercussions of the breach thereof and not being aware of the same shall not be a defense.

Please sign the copy of this letter with your initials on each page.

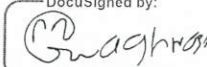
Yours faithfully,

For WNS Global Services Pvt. Ltd.

Adil Nargolwala

Adil S Nargolwala
Corporate SVP - HR
Head Talent Acquisition

WNS Global Services Pvt. Ltd, Plant No. 10, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai 400 079 | Tel: +91 22 4095 2100 | Fax: +91 22 2518 8307 | CIN: U72200MH1996PTC100196

DocuSigned by:

3A37062E8B8F4D1...

Accepted and Agreed

Mayuri Ganesh Waghmare
Candidate's Name & Signature

214
108

चनेल प्रमुख : ओंकार जगताप

उप चनेल प्रमुख : विशाल कुलकर्णी



M : 9175400417

सिस्टम
सोहिल विखेडा,
रमेश खमशेरी,
शेखरा बागमोहदार

✉ studiosports07@gmail.com

📍 १०१ दामावर पेठ, विवाजी पार्क, सोलापूर.

Date : / / 202

TO WHOMSOEVER IT MAY CONCERN

This letter is to confirm that **Mr. Amogh Sunil Jagtap** is been employed with this company since the 11th of August, 2020. He is currently working with us as a Broadcaster. His Broadcasting skills contribution to our Organization is immense. This is a full time position.

Please feel free to contact us if you need additional information.

15000/- Kp...

109
116

CONTRACT AGREEMENT

This Contract Agreement ('Agreement') is entered into by and between **Prescient Technologies Pvt. Ltd.** ('Company') with its principal place of business at Teerth Technospace, 4th Floor, B-507, Off Mumbai-Bangalore Highway, Baner, Pune – 411045 and **Mr. Hrishikesh Waikar** ('Associate') residing at Sr No 25/1+2 Swapnapurti Bungalow Osian Co Housing Society Rajas society Katraj Pune Maharashtra PIN Code 411046

Both the parties have agreed as under:

1. ENGAGEMENT OF SERVICES

The company proposes that the Associate acts as **Associate- Recruiter** and will be responsible for Activities Mutually decided and agreed upon.

The Services will take place from time to time as reasonably requested by the *Company* at times mutually acceptable to *Associate* and the *Company*.

2. COMMENCEMENT

This Agreement shall be deemed to commence with effect from **8th December 2023** till **6th December 2024**. After that, this Agreement may get extended depending on the requirement of the company and performance of the Associate.

3. COMPENSATION

3.1 In consideration of the *Associate's Services Company* shall pay **Rs 15,000/-** (Rs. Fifteen Thousand) per month.

3.2 Associate shall maintain the timesheet of the work done. Timesheet shall be submitted along with the invoice raised by the Associate each month.

Please note that the Associate shall mention his/her PAN number on each invoice he/she submits to the Company.

3.3 Deductions

Associate's compensation shall be paid after the deduction of tax at source (TDS) as per the Indian Income Tax Act, and the Rules made thereunder (as amended from time to time) and other taxes and levies introduced by the government from time to time.

4. COPYRIGHT

4.1 All copyrights and/or design rights in any work created in the course of or under this Agreement shall belong to *Company or client of the Company*.

4.2 All Intellectual Property (IP) created during the assignments of the company; the company will have all rights.

5. LEAVE AND HOLIDAY RULES

It is agreed that the Associate is not entitled to take leave. In case the Associate avails leave, the payment will be pro-rated.



Prescient Technologies
Confidential - CAG – 1-14-1

The associate is entitled to get holidays as per the schedule of the Company.

6. AMENDMENTS

Changes, amendments, and supplements to this Agreement must be made in writing and signed by both parties.

7. GOVERNING LAW

By their execution of this agreement, the parties hereby irrevocably agree to submit to the exclusive jurisdiction of the Pune Divisional Courts.

8. TERMINATION

8.1 This agreement may be terminated by either party with the prior notice of one month.

If at any time you are found guilty of misconduct, your services may be terminated without notice in accordance with the law.

8.2 If either party is in breach of any provision of this Agreement, the non-breaching party may in writing give the allegedly breaching party written notice to cure or remedy such breach within 28 days of receipt of such written notice. If the allegedly breaching party has not cured or remedied the alleged breach within that period, then this Agreement may be terminated forthwith upon further written notice.

8.3 The *Company* shall ensure that the *Associate* is reimbursed for the *Associate's* fees and expenses down to the date of termination howsoever arising without set-off or deduction.

9. NON DISCLOSURE OF SERVICES

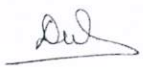
Associate agrees to keep secret and not disclose to parties outside the Company any confidential or proprietary information with respect to Company's business of which he becomes aware, whether or not developed by him, nor will he make use of such information for his personal benefit or for the benefit of others or in any way detrimental to the Company. Associate agrees to take all reasonable steps and precautions to prevent any unauthorized disclosure, use, copying, or duplication of Confidential Material.

The associate undertakes to surrender all material to the Company, which he is in possession while doing the Services for the Company. Associate shall take all the necessary steps and due care to destroy the material which is in his possession and not surrendered to the Company after completion of Services. Any material owned by the Company, in possession of Associate after the completion of Services shall be deemed to be a breach of this Agreement and shall make the Associate liable to the full extent of the law.

The above NON DISCLOSURE OF SERVICES obligation shall survive the termination or expiry of this Agreement, including any renewal thereof.

10. RELATIONSHIP

None of the provisions of this Agreement shall be deemed to constitute a partnership between the Parties hereto or be construed to constitute an Employer-employee/master-servant relationship. Neither party will have the right to bind the other, outside of this contract or to enter into contracts for each other unless otherwise stated in writing by the other party.



11. MISCELLANEOUS PROVISIONS

a. Amendments

No modification or amendment to this Agreement and no waiver of any of the terms or conditions hereof shall be valid or binding unless made in writing and duly executed by both Parties.

b. Assignment

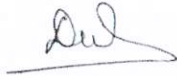
This Agreement and the rights and liabilities hereunder shall bind and inure to the benefit of the respective successors of either party. Neither Party shall assign or transfer, nor shall either party be entitled to assign or transfer any of their rights and liabilities hereunder to any other person without the prior written consent of the other.

c. Relationship

None of the provisions of this Agreement shall be deemed to constitute a partnership between the Parties hereto or be construed to constitute an Employer-employee/master-servant relationship. Neither party will have the right to bind the other, outside of this contract or to enter into contracts for each other unless otherwise stated in writing by the other party.

For Prescient Technologies Pvt. Ltd.

Hrishikesh Waikar



Deepthi Waghmare
Director – Legal, HR & Admin

Associate

110
125
127

NEEM Trainee Reg.No. : YAS115890

Date :- 12-Apr-2021

NEEM TRAINEE CONTRACT LETTER

To,
Mr. OMKAR RATHOD,
MALSOLI,
Yavatmal, Maharashtra,
India - 445211.

Dear Mr. OMKAR,

With reference to your application with us for NEEM Trainee, we are pleased to engage you as NEEM Trainee in "Agrana Fruit India Pvt. Ltd. Jejuri" subject to the following terms and conditions :

1. The Period of training shall be 36 months with start date 12-Apr-2021 and end date 11-Apr-2024.
2. You will be paid consolidated monthly stipend of Rs. 14,500 /- Annual - 1,80,000/-
3. It shall not be obligatory on the part of the Yashaswi as NEEM Facilitator to offer any employment to the apprentices on successful completion of period of training in his / her establishment nor shall it be obligatory on the part of the NEEM Trainee to accept any employment under the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.
4. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM Training in a proforma prepared and approved by Yashaswi as NEEM Facilitator.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the Yashaswi as NEEM Facilitator. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).
8. The Contract of Training can be terminated without compensation payment to the NEEM Trainee -
 - i. If you secure gainful employment (on production of copy of the appointment letter) and
 - ii. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/ surgeon attached to any Government Hospital).
 - iii. Absent from on the job training for more than 3 days without permission.
 - iv. Any kind of disciplinary issue
 - v. Any activity which is against the company where you are getting on the job training or against Yashaswi as NEEM facilitator.

9. The contract for On the Job Training can be terminated by giving one month notice or one month stipend pay in lieu of notice to the NEEM trainee with or without reason.

10. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

11. As per NEEM notification amendment dated 15th June 2017 vide clause no. 15.1 the stipend shall be paid at par with the prescribed minimum wages for unskilled category & 15.2 Remuneration / Stipend shall be paid as a single consolidated amount and such payment will not attract any statutory deductions or payments applicable to regular employees i.e. PF/ESI etc., since the NEEM contract assures training and does not constitute employment.

12. Yashaswi as NEEM Facilitator will formulate a "Training Program" for the training NEEM Trainee and shall make suitable arrangements for facilitating the same.

13. NEEM Trainee shall be imparted training according to normal hours of work of the department in the establishment to which he/she is attached for training.

14. The Stipend for a particular month shall be paid in time.

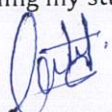
For Yashaswi Academy for Skills,

Authorized Signatory

Date :- 04-May-2021

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by Yashaswi as NEEM Facilitator or any guarantee of employment. I also undertake that I am pursuing my studies and I was never member of Provident Fund.


Accepted & Agreed

(Signature of Trainee)

Date :- 04-May-2021



ISO 9001-2008

SAHAYOG

Multi State Credit Co-operative Society Ltd.

MSCS/CR/1140/2014

Maharashtra, Karnataka

!! जहाँ रुपये से अधिक मनुष्य का मूल्य है !!

Where Man is Worthy than Money

!! धनाधिक मूल्यम् मनुष्य रूपम् !!

Date: 23/11/2023

To,

Ms. Sakshi Dongare

At. Pariwar Colony no-3 Keshav

Nagar, Ring Road Akola-444001

Subject: Offer cum Appointment letter

Dear Ms. Sakshi Dongare,

Thank you for exploring career opportunities with Sahayog Multistate Credit Co-operative Society, (hereinafter referred to as "Sahayog"). We are pleased to invite you to join our organization as "**Management Trainee**" at **Akot Branch** in the following terms and conditions:

1. You shall join the Sahayog multistate society on "**28th Novembar 2023**". Your date of joining in Sahayog record shall be based on joining report signed by you at the time of your joining and subject to document verification as required by the Sahayog.
2. You will be posted in "**Multistate Department**" of the Sahayog Multistate Credit Co-operative Society located at our "**Akot**". During the course of your employment, you may be required to work at other Sahayog Multistate locations in India, including those which may be acquired in future.
3. You will be reporting to the "**Manager**" or any other designation as appointed by Sahayog. Your reporting relationship may change from time to time as per business requirements.
4. You shall be on probation, initially for a period of **3 months** from the date of joining duty. Your performance will be evaluated on regular basis to assess your performance against expected performance norms. Subject to satisfactory performance during this period, you will be confirmed in the services of the Sahayog at the end of the probation period. This confirmation will be communicated to you in writing. You shall be deemed to be a probationer unless communication of confirmation is issued to you in writing. The probation period may be further extended for a period of three months depending upon your performance during the probationary period. The Sahayog reserves the right to reduce / dispense with or extend your probation periods at its absolute and sole discretion.
5. You will be governed by the Sahayog rules & regulations of service, benefits, conduct and ethical behaviour, which are in force and / or may be adopted in future. You shall acquaint yourself with all the Sahayog policies including policies on prevention of harassment of all kinds, unethical practices and / or may be adopted in future. You shall actively promote disciplined behaviour within your work sphere.
6. You shall comply with the working hours as applicable from time to time. You may be required to work in shifts and /or in extended working hours as permitted by law, depending upon the business requirements / exigencies from time to time. Sahayog multistate Society expects you to perform with a high standard of efficiency and economy at all times.



ISO 9001-2008

SAHAYOG

Multi State Credit Co-operative Society Ltd.

MSCS/CR/1140/2014

Maharashtra, Karnataka

!! जहाँ रुपये से अधिक मनुष्य का मूल्य है !!

Where Man is Worthy than Money

!! धनाधिक मूल्यम् मनुष्य रूपम् !!

7. Your duties and responsibilities will include all work related to the position mentioned above and any other duty assigned by the Sahayog from time to time.
8. It is understood and agreed that you may be transferred from one place of duty or section/ department/ division to other place of duty or section/ department/ division in the establishment including those of its associate or affiliated companies. You may also be deployed at customer sites or liable to be transferred to our other establishment, associated companies, branch offices, head offices in India or abroad including those which may be acquired in future, at the sole discretion of the management. Refusal or inability on your part to obey an order of transfer will render your employment with the Sahayog multistate society liable to being summarily terminated without any notice or payment of compensation in lieu thereof.
9. You shall not at any time during your employment with the Sahayog, be directly or indirectly engaged, concerned or interested in any other occupation, business or employment, be it honorary or for remuneration/ reward/ gratification without the previous written consent of the Sahayog multistate society. All academic pursuits like attendance at college, learning courses including distance and part- time courses, shall require prior intimation to the Sahayog.
10. You, during the continuance of your employment with the Sahayog, are precluded from entering/ indulging in activities which, in the opinion of the Sahayog, either constitutes or could result in actual or potential conflict of interest with your employment with the Sahayog, until and unless you have obtained prior written permission from the Sahayog to engage in such activities. The Sahayog expects all its employees to devote their full attention to the business interests of the Sahayog and prohibits employment or any other activities outside the Sahayog that can interfere with the job performance and judgement of its employees. You are expected to clarify any interest that would conflict with the Sahayog business.
11. To protect the intellectual property rights and business information of Sahayog and its clients, you shall treat all affairs of the Sahayog strictly confidential and not disclose to anyone, unless on legal obligation and specifically authorized/ consented by the Board of Directors, even after leaving the employment of the Sahayog. You shall take all reasonable care so as to ensure that the confidential information (whether confidential to you or becomes known to you in the course of your employment or otherwise) does not fall into the hands of third parties or is not put to unauthorized use. Failure to do so can result in termination.
12. "Confidential Information" shall mean confidential or any and all proprietary information of the Sahayog which includes information on inventions, innovations, works or Intellectual Property and any idea, trade secret, customer databases and other databases, information about performance of the Sahayog or its services, and any research and development activities, process, techniques or documentation associated therewith. All Confidential information shall remain the sole and absolute property of the Sahayog or the Sahayog customers, vendors, prospective or existing or Affiliates or partners as may be applicable.
13. Every invention made by you, whether alone or in combination with others during the continuance of your employment with the Sahayog, shall be deemed to have been made by and on behalf of the Sahayog and shall belong to the Sahayog exclusively and you have no right, title or interest in the same. You shall not under any circumstances be entitled to use the same for any purpose other than that of the business of the Sahayog and with the specific authorization from the Sahayog. You shall also ensure that you will not use any Confidential Information or Intellectual Property that the Sahayog is otherwise not entitled to use.
14. You shall be responsible for the proper use and protection of the Sahayog resources and assets which are entrusted / made available to you for the performance of your duties and responsibilities. Resources and assets should not be misappropriated, loaned to others, sold or donated without prior authorisation. You shall take suitable precautionary measures to safe-guard resources and assets entrusted to you from loss, damage, misuse or theft. You will be responsible for the safe custody of records, apparatus and other tools and articles that are entrusted to you from time to time by the Sahayog. In case of loss or damage due to your negligence



or carelessness, you will have to reimburse the same and the Sahayog will have the right to make the deductions from your salary to the extent of the damage so caused subject to the law for the time being in force.

15. This contract of employment may be terminated at any time without assigning any reason, on either side, by giving to the other **Two month notice in writing or Two - month salary in lieu thereof**. If such termination is initiated by you, then the Sahayog reserves the right, if it is in the interest of the business and current assignment, to ask you to complete your notice period. Notice pay recoverable from you, if any, may be deducted from the dues that you would be eligible upon such termination. Sahayog, at its sole discretion, either accept your resignation immediately or at any point of time during the notice period and pay the notice salary in lieu of the balance notice period. Sahayog has the sole right to waive off the notice period in full or in part thereof.
16. If, you are found at any time to be guilty of misconduct or commit any breach of this contract of employment or performance failure or refusal / wilfully neglect to perform all or any of the duties entrusted upon you under this contract of employment, or failure to comply with ethical practice standards, the Sahayog may terminate this appointment without any notice or payment in lieu thereof.
17. Upon separation for any reason, you shall comply with Sahayog separation procedures and return to the Sahayog all movable and immovable property, equipment, documents in paper or electronic form, and any other material whatsoever that belongs to the Sahayog, its affiliates, partners, clients or vendors, and is in your possession.
18. Your appointment is subject to your medical fitness. You shall be required to undergo a medical examination by the medical consultant of the Sahayog as & when advised to do so by the Sahayog. In the event it is found that you are medically unfit (physically and /or mentally), the Sahayog has the right to terminate your services forthwith.
19. The age of superannuation will be 58 (Fifty-eight) years. Management, at their sole discretion and by an order in writing, may permit you to continue your employment post reaching the aforesaid age, subject to you being found medically fit for the role by the Sahayog. Your actual date of retirement shall be the last working date of the Calendar month in which your fifty eighth birthday falls. You have intimated your date of birth as **"24/11/2000"**, which has been entered in our records and cannot be altered at a later date.
20. No authority is vested upon you both to make any financial commitment and enter into agreements / contracts / understandings of any nature with any second party and third party without seeking the prior permission / approval of the management. Any violation to exceed your specified authority shall be viewed seriously and appropriate disciplinary / legal action may be taken.
21. You shall adhere to the safety norms and requirements as specified & practiced for the location of your work.
22. You shall not directly or indirectly discuss or share any information about the Sahayog with the media including social media or members of the press, without prior written consent of the Sahayog multistate society.
23. You will keep us informed of any change in your residential address or civil status.
24. Sahayog multistate society shall pay you compensation as enumerated in **Annexure-I** of this letter.
25. You will not be entitled to any other remuneration/ benefits/ amenities/ allowances other than what is stated in the annexed statement. If at a future date, the Sahayog introduces any new remuneration / facilities or modifies / restructures the emolument structure; your present remuneration structure may also be suitably modified.



ISO 9001-2008

SAHAYOG

Multi State Credit Co-operative Society Ltd.

MSCS/CR/1140/2014

Maharashtra, Karnataka

!! जहाँ रुपये से अधिक मनुष्य का मूल्य है !!

Where Man is Worthy than Money

!! धनाधिक मूल्यम् मनुष्य रूपम् !!

26. You will be a member of Employee Benevolent Fund. There will be a specific contribution applicable to your grade, which will be deducted from your monthly salary.
27. By accepting this appointment, you confirm that you will treat your remuneration package and any changes thereto as strictly private and confidential and shall not reveal details of the same to any of your colleagues or to any other party.
28. By accepting this appointment, you confirm that you have read, understood and take advice, if required, before committing yourself to accept this appointment letter and terms and conditions thereof.
29. By accepting this offer, you agree that the Sahayog may, at its sole discretion, make a reference to your previous Sahayog / past employers for the verification of your employment history and professional competence/ track record.
30. Your acceptance of this appointment letter carries with it your express agreement to abide by such rules, regulations and orders as well as your willingness to serve the Sahayog well and faithfully, using your best endeavours and all of your time, knowledge, skill, attention and abilities to promote the business interests of the Sahayog and the division in which you are working.
31. The appointment and its continuation is based on the information supplied by you in your application/ bio-data for employment and otherwise will be null and void if it is discovered/ found at any time that you have suppressed any material information.
32. If you accept the above terms and conditions in its entirety, you are requested to signify your acceptance by returning to us the duplicate copy of this letter duly signed by you.
33. Management reserves its right to alter, add and modify any of the above terms and conditions with prior information to you.

For Sahayog Multistate Credit Co-operative Society,



Authorised Signatory

ACCEPTANCE

I..... having read and fully understood the terms and conditions stated in this letter and also the Annexure (s), hereby accept in entirety the appointment on these terms and conditions and confirm that I shall commence work on

Signature of the Employee :
(Signifying acceptance)



ISO 9001-2008

SAHAYOG

Multi State Credit Co-operative Society Ltd.

MSCS/CR/1140/2014

Maharashtra, Karnataka

!! जहाँ रुपये से अधिक मनुष्य का मूल्य है !!

Where Man is Worthy than Money

!! धनाधिक मूल्यम् मनुष्य रूपम् !!

Annexure -I

Particulars	Monthly	Annual
Basic Salary	6000	72000
Dearness Allowance (DA)	1200	14400
House Rent Allowance (HRA)	2400	28800
Conveyance	1200	14400
Medical Allowance	1200	14400
Other Allowance	0	0
Employer' contribution towards PF	864	10368
Total Fixed CTC	12864	154368

Signature of the Employee :
(Signifying acceptance)

BHARATI CONSTRUCTION

CONTRACTORS AND ENGINEERS

Flat No. 7, Shri Sai Enclave, Tejas Nagar, 28/13, Kothrud, Pune-411038



Bharati Constructions
Offer letter

DOC #: BC/OL/2022/9
Date: 27/06/2022

To,
Mr./Ms./Mrs. Archana Khilare.

Subject: Offer Letter.

Respected Sir/Ma'am,

We are pleased to extend to you an offer for the position of Billing Engineer at Bharati Constructions. You shall be entitled to Monthly CTC of INR 12335/-. Your appointment shall be awarded to you after successful completion of training and induction period, which shall start from 01/07/2022. All the Employee rules of Bharati Constructions shall be applicable onto you after your appointment has been confirmed. On Acceptance you shall submit an application about the acceptance in writing with the list of documents mentioned in Annexure A. Appointment letter shall be provided after successful submission of documents and Acceptance letter.

Yours faithfully,

Mr. Tushar Bankar.
(MD, Bharati Constructions).

BHARATI CONSTRUCTION

CONTRACTORS AND ENGINEERS

Flat No. 7, Shri Sai Enclave, Tejas Nagar, 28/13, Kothrud, Pune-411038



116
S
M

Bharati Constructions
Offer letter

DOC #: BC/OL/2022/9
Date: 27/06/2022

To,
Mr./Ms./Mrs. Archana Khilare.

Subject: Offer Letter.

Respected Sir/Ma'am,

We are pleased to extend to you an offer for the position of Billing Engineer at Bharati Constructions. You shall be entitled to Monthly CTC of INR 12335/-. Your appointment shall be awarded to you after successful completion of training and induction period, which shall start from 01/07/2022. All the Employee rules of Bharati Constructions shall be applicable onto you after your appointment has been confirmed. On Acceptance you shall submit an application about the acceptance in writing with the list of documents mentioned in Annexure A. Appointment letter shall be provided after successful submission of documents and Acceptance letter.

Yours faithfully,

Mr. Tushar Bankar.
(MD, Bharati Constructions).



120

28

113

Date- 28-01-2023

OFFER LETTER

Dear Ashutosh A Sutar,

This task reference to the interview you had with us. We are pleased to offer you a position of 'Jr. Account Assistant' with an annual cost to company of 120000.

We expect you to join us on 1st Feb 2023.

Also, Kindly submit the following documents at the time of joining:

1. Copy of Bank details
2. Two passport size photos
3. Copy of Aadhar card
4. Copy of PAN card
5. Copies of your educational certificates

Kindly sign and returned the duplicate copy of this letter as a token of your acceptance of the above terms & conditions.

Regards,

Electric India LLP


Mayuri Mane.


Mayuri Mane.

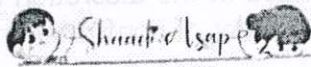
VHIL Electric India LLP.,

Regional Office- Office no. 101/102/103, BK Heights, Devarshi Soc. Opp. Ganapati Temple, Manaji Nagar. Narhe, Pune
411041

114 91 80



Shaadi ASAP



APPOINTMENT LETTER

Date: 08/09/2022

Ms. Chaitali Minase

Subject: Appointment for the position of (Executive Events)

Dear Ms. Chaitali,
With reference to your application, representation of your credentials and the subsequent interview that you had with us, we are pleased to offer you an appointment on **15 September 2022**, in our organization on the following terms and conditions:

1. **Designation**
You will be designated as **Executive Events**
2. **Placement & Compensation**
You will be placed in the appropriate band / responsibility level of the Company, and will be entitled to compensation (salary and other applicable benefits) as detailed in Annexure "A". Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter and shall be subject to deduction as per statutory laws.
3. **Salary revision**
Your salary will be reviewed on every year, or at such other time as the Management may decide. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results.
4. **Posting & Transfer**
Your initial posting will be at "Pune". However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in Maharashtra, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.
5. **Working Hours**
The regular working hours of the company are from 10.00 am to 7.00 pm including 30 minutes for lunch break (1.30pm-2:00pm)
6. **Probation:**

employment shall automatically come to an end without any notice of termination or notice pay.

- c. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.
- d. The Company reserves the right to terminate your employment summarily, without any notice, in the event of any of the following:
 - i. Performance not meeting Company norms
 - ii. Failure to carry out any instructions given by your Superiors
 - iii. Any misconduct on your part
 - iv. Breach of any of the conditions of this appointment letter
 - v. Loss of trust & or Loss of confidence

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon termination of employment, you will also return all company property, which may be in your possession.

14. Medical Fitness

This appointment is subject to your being, and remaining, medically fit.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

Mahak Jain
Managing Director
Shaadi ASAP

If, after signing the employment contract, any change in the existing office policies takes place, the existing provisions in the employment contract relating thereto shall stand superseded by the revised office policies

Acceptance

I hereby declare and affirm that I have carefully studied and understood the Terms & Conditions of service herein & Organisational HR Manual, which has been explained in a language, understood by me in the correct perspective and I accept and undertake to abide by the said Terms & Conditions by signing this agreement.

Team Member's Signature
Signature

Witness



Solutions & Services

1137, Raviwar Peth, Govind Halwai Chowk Nr. Ranka Jewellers, Pune-411002 - Maharashtra (India) Phone No:- 9372751293 Email :- ashish@rajrajendra.com

Appointment Letter

Date:-15th Dec 2022

Name:- Sakshi Pravin jagtap

Address:-65 Budhwar Peth Manrti Plaza Apartment flat no-8,

1st floor Near Kaware Cold Drinks Tulshibag.

Subject:-Appointment Letter.

Dear Ma'am,

Appointed as Finance Intern.

We refer to your recent interview for the above position and are pleased to inform that we are offering you the position with our company effective from under the following terms and conditions.

- Salary: - Salary Date 10th of next month.
- Working Hours:- The working hours to be followed by the employee, Monday to Saturday (Sunday Off), Lunch Break(1/2hours).Office Timing:- 10 am to 7pm and if the person is late more than 15mins then it will be consider as 1 hour late.
- Leave Policy:-If the person is absent more the 1 day in a week then Sunday will be consider as holiday.
- Notice Period Clause:-If the employee desire to leave the company, he/she needs to serve the notice period as per stated by the present company in the appointment letter.
He / She have to work in the company for 1 month

(Name of the Employee)

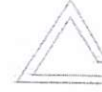
(Name of the Provider of Appointment Letter)

Unit I - S. No. 15, Hissa 3/2-A, Village Nanded, Nanded Phata,
Pune - Sinhagad Rd., Tal.: Haveli, Dist. Pune 411041.

Unit II - S. No. 6/B, Plot No. 1, Village Mauje - Kasurdi,
Tal. Bhor, Dist. Pune 412205

Contact No. : 9552595322

Email :- nachiket@adroit-enterprises.com



ADROIT ENTERPRISES
AN ISO 9001:2015 COMPANY

116

TO

Rushabh Kotarappa Biliangadi

20/09/2021

Vijayashree Apartment, Santosh Nagar

Near Lokmanya Nagar Hospital

Chinchwad , Pune 411033

SUB: Appointment for the post of **Trainee Purchase Engineer**.

Dear Mr. Rushabh,

We are pleased to offer you, the position of **Trainee Purchase Engineer** in Purchase Department with **Adroit Enterprises** on the following terms and conditions.

1. Your employment will be effective, as on **24.09.2021**

You will be on Training Period for one year from the Joining Date and after successful completion of Training Period, you will be made permanent, if the performance found satisfactory.

2. Your salary for Training period is Rs. **10,000/- p.m.**
3. You are entitled for the Provident Fund and Leaves only after the confirmation.
4. Bonus is applicable in Training Period.
5. Notice period will be of two months.
6. Your services will be terminated if found your involvement in any misconduct or harmful behavior against interest of the company

Please confirm your acceptance of this contract of employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

ADROIT ENTERPRISES



Employee Signature

ADROIT ENTERPRISES

Pay Slip for November-2021

Rushabh Katarappa Biliangadi

Rushabh Katarappa Biliangadi			
Employee Number:		Tax/Regime:	Regular Tax/Regime
Designation:	Trainee Purchase Engineer	Income Tax Number (PAN):	CPCPB0758F
Location:	Nanded		
Attendance Details		Value	
Present		30 Days	
Earnings		Amount	Deductions
BASIC SALARY	4000.00	Profession Tax	175.00
House Rent Allowance	2000.00		
Medical Allowance	1700.00		
Conveyance Allowance	1500.00		
Personal Pay	800.00		
Total Earnings	10000.00	Total Deductions	175.00
		Net Amount	₹ 9825.00

Amount (in words):

INR Nine Thousand Eight Hundred Twenty Five Only

for ADROIT ENTERPRISES

Authorised Signatory

118



KUMPARAM JUGATARAM SUTHAR & ASSOCIATES

Chartered Accountants

Mob :9511297976 , Email:-cakumparsuthar@gmail.com

10 APRIL 2023

Yash Choughule

Kumparam Jugataram Suthar & Associates
Kothrude Pune Maharashtra 411023

Dear Yash Choughule,

We are pleased to offer you the position of **Accounting Jr Assistance** at Kumparam Jugataram Suthar & Associates

We feel confident that you will contribute your skills and experience to the growth of our Organization.

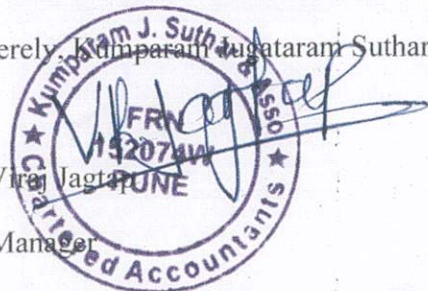
As per the discussion, your starting date will be on .15 APRIL 2023. Please find the employee handbook enclosed here with which contains the medical and retirement benefits offered by our Organisation.

Please confirm your acceptance of this offer by signing and returning a copy of this offer letter.

We look forward to welcoming you on board.

Sincerely, Kumparam Jugataram Suthar & Associates

Mr. Viree Jagtap
Hr. Manager





DATE : 25/04/2023

Mr Shravan Salvi

Email ID : shravansalvi2000@gmail.com

SUBJECT : OFFER AND APPOINTMENT LETTER

Mr Shravan Salvi .This is in reference to our discussion for your role with LoanDPR (Creditium Management Pvt Ltd). We are pleased to communicate your appointment . Please find the details of your offer.

Designation : **HR Recruiter**

Joining Date : 24/04/2023

Compensation : **Salary of Rs 10000** from the joining date of his service period. All the leaves are unpaid leaves. Salary will be deducted for any leaves taken. Salary is subjected to deduction of profession tax, if any.

Increment : The employee who gets spontaneous increment is not eligible any increment for next 6 months. Spontaneous increment will be given to employee in four initial months of joining based to criteria's decided purely based on performance .Increment Criteria is subjective to the changes as per the decisions by Board of Directors

Company Information : Creditium Management Private Limited, a company registered under the Companies Act, 1956 and having its registered office at Flat No 101, Suwarnanad Park, Near Colony Nursing Home, Navi Peth, Pune – 411 030 (hereinafter called the “company”)

Company Provisions :

The Employee shall perform such duties and exercises such powers as may from time to time be assigned to or vested in him by the Board of Directors of the company.

Office in time is strictly 9.30am 5 minutes is buffer time .

Office is operational on all days in a month except for Sundays. 2 Saturday-holiday will be granted based on roaster for that particular month. 3 late marks for In-Time at 9.30am or In-Time at lunch break (1.30pm) will result into 1-HALF DAY. Such half day (or full days) will be considered as leaves for salary deduction as per the company's policy.



loanDPR
www.loanDPR.com

Pune
Maharashtra
India

The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company. The employee who is absent for continuous 5 working days will go into **absconding list**. And if any of the employee is found he/ she is remaining absent in starting and mid of the month and coming at end of the month for salary purpose. He / She will get the salary credited 15 days late.

Holidays : Company grants Indian holidays which are **selective** and **based on availability**

The said Employee shall not resign her office or terminate the job for until 1 year from the date of joining

- . The company can terminate your employment any time if you-
- Commit any material or persistent breach of any of the provisions .
- Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

If the employee want to breach his /her service period of employment .He / She should give prior notice of one month to the company. And if he/she want earlier release from the employment ,employees are liable to pay the amount of the days that they want release.

We look forward to the pleasure of having you on board for long and successful association with us and we gladly welcome you to the LoanDPR family.

Submit a signed copy of this letter as an acceptance from your side.

Jyoti More

HR Manager

Signature of the authority

Shravan Salvi

Signature of the Employeee



149
147
95
31

03 May 2023

Mr. Rohit Thomas Tavar

Ref. No: 35730

Bangalore

Dear Rohit,

Please refer to the project assignment letter dated 25 January 2023 which was valid till 25 April 2023. In this regard we are pleased to inform you that the said assignment period has been extended till 31 August 2023.

All other terms and conditions of services as specified in your assignment letter remain unchanged.

With best wishes,

For Tata Elxsi Limited

Rajagopalan S.

Head – Human Resources

TATA ELXSI

Registered Office Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India

Tel +91 80 2297 9123 Fax +91 80 2841 1474

www.tataelxsi.com

(CIN-L85110KA1989PLCG09968)



20 January, 2023

Rohit Thomas Tavar
Marathwada Mitra Mandal Group of Institutions,
Pune.

Dear Rohit Thomas,

This is further to your project assignment in our organization as a part of your academic curriculum requirement with our design and development center at **Pune** from **25 January, 2023 to 25 April, 2023** under the following terms and conditions.

1. You will be paid all inclusive stipend of **Rs. 10,000/-** per month for the period of **3 Months and w.e.f. 25 January, 2023 to 25 April, 2023.**
2. During the period of assignment you shall administratively report to **Ms. Priyanka Patil** and carry out all aspect of project assigned to you.
3. Information pertaining to the company's operations shall remain secret and safeguarded by you both during and after your tenure of assignment with us.
4. Breach of any of the above conditions will render you liable to termination of your assignment without notice.
5. The company is not obliged to offer you permanent employment on the completion of the assignment and you shall not be entitled to or can claim any benefits applicable to employees of the company.

Please sign the duplicate copy of this letter in token of your acceptance of the terms & conditions contained herein.

We wish you all success in your assignment.

Cordially,

for Tata Elxsi Limited,

Rajagopalan S.
Head – Human Resources

TATA ELXSI

Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India

Tel +91 80 2297 9123 Fax +91 80 2841 1474

www.tataelxsi.com

(CIN:L85110KA1989PLC009968)



03 May 2023

Mr. Rohit Thomas Tavar

Ref. No: 35730

Bangalore

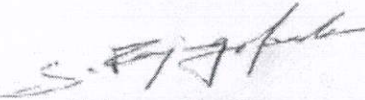
Dear Rohit,

Please refer to the project assignment letter dated **25 January 2023** which was valid till **25 April 2023**. In this regard we are pleased to inform you that the said assignment period has been extended till **31 August 2023**.

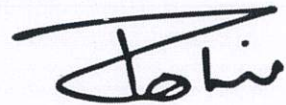
All other terms and conditions of services as specified in your assignment letter remain unchanged.

With best wishes,

For Tata Elxsi Limited


Rajagopalan S.

Head – Human Resources



TATA ELXSI

Registered Office: **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India

Tel +91 80 2297 9123 Fax +91 80 2841 1474

www.tataelxsi.com

(CIN-L65110KA1989PLC009968)

120

118

~~118~~

1

Offer Letter Body

Page 1 of 3



Persistent

118

Reference: Persistent/Academic Intern/2223610/0.2

**Internship Offer Letter
Confidential**

25th April 2023

Ms. Aishwarya Kale

Rupee Housing Society, Near Datta Mandir Road, Rupeenagar, Pune- 411062
Pune 411062

Dear Aishwarya,

Subject: **Your engagement as an Academic Intern with Persistent**

With reference to your application for industrial training with us, and the subsequent selection process, we are pleased to inform you that you have been selected as **an Academic Intern at grade 0.2** with Persistent Systems (Company). This offer is made to you as part of your Academic Curriculum.

The duration of the internship will be for a period from April 26, 2023 to September 26, 2023.

During the internship period you will be paid a consolidated monthly stipend of **Rs. 10,000 per month**. You will also be eligible for benefits such as free lunch, snacks, tea and coffee during your internship period.

All terms and conditions in this document, read with any other document specifically referred herein and incorporated hereto by such reference, collectively shall constitute the entire understanding between the Academic Intern and the Company.

Company does not assure you or commit (a) any extension of this internship beyond the period stipulated under this letter and/or offer you employment with Company and/or absorb you as an employee of the Company in future. Unless otherwise specifically agreed in writing by Company, there shall be no employee-employer relationship between you and Company.

1. Working days

Normal working days for Company are Monday through Friday. Company observes Sunday as a compulsory weekly off and Saturday as the other weekly off day. The normal working hours are forty five hours per week.

2. Holidays and Leaves

You will not be eligible for any leave or compensatory off during internship period.

3. Termination of Internship

The internship can be terminated with one week notice or stipend (if you are eligible for stipend under this letter), in lieu of the notice period on either side.

The Company can terminate your internship without any notice period in case the internship is terminated on grounds of:

- i. Breach of confidentiality or IP related obligations
- ii. Violation of law
- iii. Gross Misconduct
- iv. Material breach of Company policy.

In such event, the Company will not be liable to pay stipend (if payment is otherwise stipulated in this letter) in lieu of notice period.

In case the last day of your internship falls on a non-working day, your last day of internship shall be the immediate previous working day.

The internship period can be terminated by whatsoever reasons by either party by giving one week notice period.

4. Dispute Resolution

In case of any dispute or disagreement in relation to the terms of this offer or matters connected thereto, you agree to negotiate in good faith to resolve such dispute or disagreement. In case you and Company fail to settle the dispute/ disagreement amicably, the same may be exclusively referred to arbitration in accordance with the provisions of Arbitration and Conciliation Act, 1996 at Pune. Each party shall bear its own costs for arbitration.

Please contact **Rajeshwari Joshi** (Ph. No.020-66965038) on the date of joining. We request you to report at 9 am at the address mentioned below for completion of joining formalities.

Pune

Rigveda-Yajurveda-Samaveda-Atharvaveda Plot No. 39, Phase I, Rajiv Gandhi Information Technology Park, Hinjawadi, Pune, Maharashtra, India 411057.

5. Documents required at the time of joining

At the time of joining, the following original certificates/documents along with one photocopy should be furnished. Original certificates/documents will be returned to you after verification.

Sr. No	Description
1	Certificates of educational qualification - SSC (10th Equivalent), School leaving, HSC (12th equivalent).
2	Certificate of Graduation/Post Graduation and Mark Sheets
3	2 recent passport size color photographs
4	Photo-attested bonafide certificate from college Principal

We welcome you to the Persistent family and look forward to a mutually fulfilling association.

Yours sincerely,
For Persistent Systems Ltd

Kalpana Kudlingar
Head - Campus Talent Acquisition

Acceptance of the offer

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of me having accepted the offer and the terms and conditions set out in this letter.


Also, I hereby declare that nothing apart from the above mentioned clauses have been committed to me during the selection process.

I will join the Company on April 26, 2023.

Date: 24/04/23

Signature:

Name:


Aishwarye Kale

Persistent Systems Limited, Bhageerath, 402, Senapati Bapat Road, Pune 411016 | Tel: +91 (20) 670 30000 | Fax: +91 (20) 6703 009 CIN – L72300PN1990PLC056696

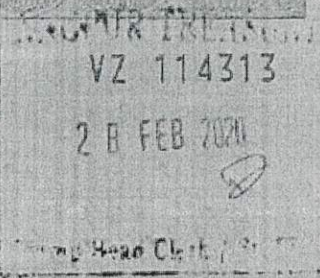
Persistent Systems Inc., 2055 Laurelwood Rd., Suite 210 Santa Clara, CA 95054 USA | Tel: +1 (408) 216 7010

Persistent Systems France SAS, 1 rue Hector Berlioz, 38600 Fontaine, France | Tel: +33 (0) 4 76 53 35 80



महाराष्ट्र MAHARASHTRA

© 2019 ©

करारनामा

मे.बालाजी टेलिकॉम एजन्सी ही श्री दिपक महादेवराव कडवे यांची कंपनी आहे. श्री अविनाश किरण भागवत यांनी बालाजी टेलिकॉम एजन्सी या कंपनीमध्ये रु. १,५०,०००/- ची गुंतवणूक केली आहे. श्री अविनाश यांनी दिलेली रक्कम खालील क्षेत्रांमध्ये गुणतवली आहे व त्या क्षेत्रांमध्ये बी.एस.एन.एल.कडून मिळालेला नफ्यामध्ये श्री अविनाश यांची ५० टक्के भागीदारी आहे.

क्षेत्र: जयप्रकाश नगर, राजीव नगर, तपोवन कॉम्प्लेक्स, गांगुली ले-आऊट, तिरुपती ले-आऊट, सहकार नगर, गजानन धाम वरील क्षेत्रांमध्येच श्री अविनाश यांची ५० टक्के भागीदारी आहे व इतर कुठल्याही क्षेत्रांमध्ये त्यांची भागीदारी नाही. वरील क्षेत्रांमध्ये केबलची देखभाल करण्याकरीता लागणारा खर्च वगळून व उरलेला नफा ५०-५० टक्के दोघांना समान स्वरूपात मिळेल.

या क्षेत्रांमध्ये केबल व त्याला लागणारे साहित्य जसे टिफिन, कप्लर, स्लीटर, स्प्लायसींग कामगार किंमत याला लागणारी एकूण किंमत रु.३,००,०००/- आहे. वरील क्षेत्रांमध्ये श्री दिपक महादेवराव कडवे व श्री अविनाश किरण भागवत यांनी ५०-५० टक्के म्हणजे प्रत्येकी १,५०,०००/- रुपयांची गुंतवणूक केली आहे.

दिपक महादेवराव कडवे

श्री अविनाश किरण भागवत

PARTNERSHIP DEED

THIS DEED OF PARTNERSHIP Made and executed at **AMRAVATI** on 07th Day of **MAY, 2022** by and between:

1. **Mr. ARVIND RANGRAOJI KALMEGH**
S/O Mr. Rangraoji SHesharaoji Kalmegh
PAN - ABQPK2920G
Residence - 28/B, Vivekanand Colony, Rukhmini Nagar, Amravati - 444606.

(Hereinafter called as the Partner of the **FIRST PART**)

2. **Mr. KIRAN UTTAMRAO BHAGWAT**

S/O Mr. Uttamrao Motiramji Bhagwat

PAN - ACUPB3182C

Residence - Plot No. 33, Manewada Road, Near Ladikar Ram Mandir, Ladikar Layout, Ayodhya Nagar, Nagpur - 440024.

(Hereinafter called as the Partner of the **SECOND PART**)

Whereas the above parties decided to carry on the business of **Manufacturing and Trading of Fly Ash Bricks and Paving Blocks** in partnership hence they decided to float a partnership firm to carry on the above business activities and have decided to have the terms and conditions of the partnership firm in writing as under:

1. The name and style of the Partnership firm shall be **M/s. Shri Gurudev Associates**.
2. The registered office of the business shall be at **28/B, Vivekanand Colony, Rukhmini Nagar, Amravati - 444601** and the manufacturing unit shall be located at **Plot No. M-17, Additional MIDC, Sawardi, Nandgaon Peth, Tk. & Dist. Amravati - 444902**. However, the Partners with mutual consent may shift the registered office or manufacturing unit to some other place or the Partners with mutual consent may open one or more branches at any other place or places.
3. The object of the firm is to carry on the business of **Manufacturing and Trading of Fly Ash Bricks and Paving Blocks**. However, Partners may also enter into any other line of business as may be agreed by mutual consent between them for common advantage and benefits of the partners.
4. The Partnership firm has come into existence from **01st Day of January, 2022** and it shall be one '**AT WILL**'.
5. The capital required for the Partnership firm shall be contributed equally by both the partners and both partners will bring in the initial Capital of Rs. 300000/- each. Both partners will bring in the additional capital (as and when required) in equal proportion. Both partners will be entitled to get Simple Interest @ 12% per annum on amount of Capital (on the basis of per day closing balance calculations). Also if any partner withdraws amount in excess of his capital balance from Partnership Firm or if he takes any loan or advance from Partnership Firm, then he will be liable to pay simple interest to Partnership Firm @ 12% per annum on amount of such excess drawings or loan or advance.

6. It is mutually agreed that both partners will be the working partners and both partners together will look into the operations of Partnership Business and shall be entitled to draw remuneration as per the limits laid down Under section 40(b) of the I.T. Act. Remuneration shall be equally divided by both the partners.
7. The profits or losses of the Partnership firm shall be shared or borne by both the Partners equally.
8. The First Partner Mr. Arvind Rangraoji Kalmegh is authorized to sign various Registration Applications under which firm is required to be registered as per Law for the time being in force.
9. The Partners may open one or more bank accounts in the name of the Partnership firm and such account or accounts shall be operated by both the partners jointly and severally.
10. The Partnership Firm may borrow any money from banks, financial institutions or any other persons against the security of the assets of the firm only with the consent of both the partners and such loan accounts shall be guaranteed by both the partners jointly and severally.
11. Proper books of accounts shall be maintained by both the Partners and such books of accounts including the documentary evidence are open for inspection at all reasonable times to the other Partner. The accounts shall be closed every year on 31st March or any other period as may be mutually agreed upon by the Partners.
12. There should be a meeting of both the Partners at least once in each month and the activities done during the period should be appraised to both the Partners for necessary remedial action.
13. Any Partner desirous of retiring from the firm can do so by giving six months notice in writing and firm will be dissolved on retirement of partner. Share of both the partners will be determined on the basis of **Market Value of all the Assets & Liabilities of Partnership firm as on the date of termination of partnership.**
14. Death of any partner shall operate as dissolution of the Partnership only if the alive partner or the legal representative or heir of the deceased Partner are not willing to carry on this partnership further.
15. The legal representative or heir of the deceased Partner shall not be entitled to interfere in the management of the affairs of the Partnership, but he/she shall be

entitled to inspect the books of accounts and vouchers in support thereof for the purpose of ascertaining his/her share therein and the profits accruing thereon. He/her shall not however be liable for any losses incurred after the demise of the Partner unless he/she is taken as a Partner in the place of deceased Partner immediately on such demise.

16. The Partners shall be faithful to each other and carry on the business in the best possible terms for the benefits of the firm, however in the event of any difference of opinion arises among the Partners on any particular issue the decision of the majority of the Partners shall prevail and it is binding on all the Partners. In case, if there are only two partners, then decision of partner having more capital (as on date of decision) shall prevail and it is binding on other partner.
17. The Partners may further agree upon the terms and conditions that may arise in case of dissolution of Partnership and such terms and conditions agreed upon shall be binding upon the Partners so far as it is applicable to the firm's assets and liabilities.
18. In all the matters not specifically provided for in this instrument has Provisions of the Indian Partnership Act, 1932 shall apply.
19. All disputes and questions in connection with the Partnership or this Deed shall be settled in accordance with the Arbitration Act, 1940.

IN WITNESS WHEREOF, THE PARTIES AFOREMENTIONED HAVE SIGNED THIS DEED OF PARTNERSHIP ON 07TH DAY OF MAY, 2022 AT AMRAVATI

WITNESSES:

1. Sign:

Name:

2. Sign:

Name:

PARTNERS:

1. Sign:

Name: ARVIND R. KALMEGH

2. Sign:

Name: KIRAN U. BHAGWAT

1:05:39

0.00 KB/S 4G 77%



SGA (Shri Gurudev Associates) Brick Manufacturer

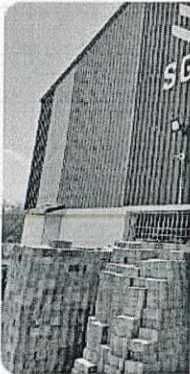
5.0 ★★★★★ (94)

Brick Manufacturer

Directions

Save

Share



OVERVIEW

REVIEWS

PHOTOS

UPDATES



You visited 3 weeks ago



M-17, Additional MIDC, Industrial Area,
Nandgaon Peth, Maharashtra 444901



Open 24 hours





सत्यमेव जयते


(Amended)

122

Government of India
Form GST REG-06
[See Rule 10(1)]

Registration Certificate

Registration Number :27BXQPC3347A1ZP

1.	Legal Name	Abhinav Navin Chhajer			
2.	Trade Name, if any	Teekaoo Technologies			
3.	Constitution of Business	Proprietorship			
4.	Address of Principal Place of Business	9TH, Building No- E1, Flat No- 902, LakeTown Co-Op Housing Society Ltd, Bibwewadi, Pune, Pune, Maharashtra, 411046			
5.	Date of Liability	08/08/2020			
6.	Date of Validity	From	08/08/2020	To	Not Applicable
7.	Type of Registration	Regular			
8.	Particulars of Approving Authority	Maharashtra Goods and Services Tax Act, 2017			
Signature					
Name		YOGIRAJ KRISHNA BHAGAT			
Designation		Assistant Commissioners of State Tax			
Jurisdictional Office		DHANKAWADI_702			
9.	Date of issue of Certificate	09/11/2020			
Note: The registration certificate is required to be prominently displayed at all places of Business/Office(s) in the State.					

This is a system generated digitally signed Registration Certificate issued based on the approval of application granted on 09/11/2020 by the jurisdictional authority.



GSTIN	27BXQPC3347A1ZP
Legal Name	Abhinav Navin Chhajer
Trade Name, if any	Teekao Technologies

Details of Proprietor

1



Name	Abhinav Navin Chhajer
Designation/Status	Sole Proprietor
Resident of State	Maharashtra

प्रोफ़ा. मच्छिंद्र दि. मुंडलिक
मो.: 9970059817
9130809817



श्रीहरि
ज्वेलर्स

नाते घट्ट करणारी सोनेरी परंपरा

लाला अर्वन को.ऑप. वेंकैसमोर, बाजारपेठ, नारायणगाव, ता. जुन्नर (पुणे). ☎: (02132) 244771, 9511917817



123



श्रीहरि
ज्वेलर्स

नाते घट्ट करणारी सोनेरी परंपरा

लाला अर्वन को.ऑप. वेंकैसमोर, बाजारपेठ, नारायणगाव, ता. जुन्नर (पुणे). ☎: (02132) 244771, 9511917817





125

124

pranjal jadhav <pranjaljadhav@mmimert.edu.in>

(no subject)

1 message

Deepika Chaukase <chaukasedeepika6@gmail.com>

Mon, Jul 24, 2023 at 2:41 PM


To: "pranjaljadhav@mmimert.edu.in" <pranjaljadhav@mmimert.edu.in>



26

125

MPL
MAHARASHTRA
PREMIER LEAGUE



ORIGINAL
MPL
ORIGINAL

ABHIMANYU JADHAV
4S PUNERI BAPPA
PLAYER

1	2	3
4	5	6



भारत सरकार
Government of India
सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय
Ministry of Micro, Small and Medium Enterprises



UDYAM REGISTRATION CERTIFICATE

UDYAM REGISTRATION NUMBER

UDYAM-MH-30-0077344

NAME OF ENTERPRISE

SHRI JOTIRLING JEWELLERS

TYPE OF ENTERPRISE *

S.No.	Classification Year	Enterprise Type	Classification Date
1	2023-24	Micro	13/06/2023

MAJOR ACTIVITY

MANUFACTURING

SOCIAL CATEGORY OF ENTREPRENEUR

GENERAL

NAME OF UNIT(S)

S.No.	Name of Unit(s)
1	SHRI JOTIRLING JEWELLERS

OFFICIAL ADDRESS OF ENTERPRISE

Flat/Door/Block No.	AT/POST TAMBAVE	Name of Premises/ Building	
Village/Town	AT POST TAMBAVE	Block	AT POST TAMBAVE
Road/Street/Lane	.	City	TALUKA KARAD
State	MAHARASHTRA	District	SATARA, Pin 415114
Mobile	9545055555	Email:	swapnil.rakte555@gmail.com

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE

26/01/2018

DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS

26/01/2018

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

S.No.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	32 - Other manufacturing	3211 - Manufacture of jewellery and related articles	32111 - Manufacture of jewellery of gold, silver and other precious or base metal metal clad with precious metals or precious or semi-precious stones, or of combinations of precious metal and precious or semi-precious stones or of other materials	Manufacturing

DATE OF UDYAM REGISTRATION

13/06/2023

* In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from <https://udyamregistration.gov.in> & Date of printing:- 13/06/2023



For any assistance, you may contact:

1. District Industries Centre: SATARA (MAHARASHTRA)
2. MSME-DFO: MUMBAI (MAHARASHTRA)

Visit : www.msme.gov.in ; www.dcmsme.gov.in ; www.champion

Follow us @minmsme & @msmechamp

B
CHAI
with
Mini
MS

 <p>भारत सरकार Government of India सूक्ष्म, लघु एवं मध्यम उद्यम मंत्रालय Ministry of Micro, Small and Medium Enterprises</p>	 <p>सूक्ष्म, लघु एवं मध्यम उद्यम MICRO, SMALL & MEDIUM ENTERPRISES</p>
Udyam Registration Number : UDYAM-MH-30-0077344	

Type of Enterprise	MICRO	Major Activity	Manufacturing
Type of Organisation	Proprietary	Name of Enterprise	SHRI JOTIRLING JEWELLERS
Owner Name	SHRI SWAPNIL SUBHASHRAO RAKTE	PAN	BIMPR0042L
Do you have GSTIN	No	Mobile No.	9545055555
Email Id	swapnil.rakte555@gmail.com	Social Category	General
Gender	Male	Specially Abled(DIVYANG)	No
Date of Incorporation	26/01/2018	Date of Commencement of Production/Business	26/01/2018

Bank Details

Bank Name	IFS Code	Bank Account Number
KOTAK MAHINDRA BANK	KKBK0002029	2945252551

Employment Details

Male	Female	Other	Total
1	0	0	1

Investment in Plant and Machinery OR Equipment (in Rs.)

S.No.	Financial Year	Enterprise Type	Written Down Value (WDV)	Exclusion of cost of Pollution Control, Research & Development and Industrial Safety Devices	Net Investment in Plant and Machinery OR Equipment[(A)-(B)]	Total Turnover (A)	Export Turnover (B)	Net Turnover [(A)-(B)]	Is ITR Filled?	ITR Type
1	2021-22	Micro	0.00	0.00	0.00	3666647.00	0.00	3666647.00	Yes	ITR - 4

Unit(s) Details

SX	Unit Name	Flat	Building	Village/Town	Block	Road	City	Pin	State	District
1	SHRI JOTIRLING JEWELLERS	AT POST TAMBAVE		AT POST TAMBAVE	AT POST TAMBAVE		TALUKA KARAD	415114	MAHARASHTRA	SATARA

Official address of Enterprise

Flat/Door/Block No.	AT POST TAMBAVE	Name of Premises/ Building	.
Village/Town	AT POST TAMBAVE	Block	AT POST TAMBAVE
Door, Street/Lane	.	City	TALUKA KARAD
State	MAHARASHTRA	District	SATARA, Pin : 415114
Mobile	9545055555	Email:	swapnil.rakte555@gmail.com
Latitude	17.31595749999135	Longitude:	74.09400517585905

National Industry Classification Code(S)

2 Digit	Nic 4 Digit	Nic 5 Digit	Activity
---------	-------------	-------------	----------

1	32 - Other manufacturing	3211 - Manufacture of jewellery and related articles	32111 - Manufacture of jewellery of gold, silver and other precious or base metal metal clad with precious metals or precious or semi-precious stones, or of combinations of precious metal and precious or semi-precious stones or of other materials	Manufacturing
---	--------------------------	--	--	---------------

Are you interested to get registered on Government e-Market,(GeM) Portal	No
Are you interested to get registered on TReDS Portals(one or more)	No
Are you interested to get registered on National Career Service(NCS) Portal	No
Are you interested to get registered on NSIC B2B Portal	No
Are you interested in availing Free .IN Domain and a business email ID	No
District Industries Centre	SATARA (MAHARASHTRA)
MUMBAI (GO)	MUMBAI (MAHARASHTRA)
Date of Udyam Registration	13/06/2023
Date of Printing	13/06/2023



स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ, नांदेड

'ज्ञानतीर्थ' विद्यापूरी, नांदेड - ४३१ ६०६ (महाराष्ट्र राज्य) भारत

SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED

'Dnyantoorth', Vishnupuri, Nanded - 431 606 (Maharashtra State) INDIA

स्वामी रामानंद तीर्थ
मराठवाडा विद्यापीठ, नांदेड

Fax : (02462)-299574

Ext. No 143, 153

POST GRADUATE SECTION

website: srtmun.ac.in

E-mail: pg@srtmun.ac.in

Certificate of Allocation

This is to certify that meeting of Research Allocation Committee for **P.T-2020**
in the Subject of English Under the Faculty of Humanities is
Held on 09 February, 2022.

In the said meeting Mr./Ms. Ippas Ananta Balajirao has
been Allocated to Supervisor, Dr. D. B. Mundhe

Address: D.S.D. office SRTM University, Nanded

to complete his/her **Ph.D. work.**

Dean

Faculty of Humanities
And Chairman, RAC

Copy to:

1. Supervisor, with request to accommodate and supervise the aforesaid Research Scholar
2. Research Centre for information and necessary action.
3. Research scholar, with instructions to contact the Supervisor for preparing the Synopsis is to be submitted to P.G. Section of the university within two weeks, which will be placed before Research & Recognition Committee for its consideration. The Research scholar has to appear before the RRC at the time it's meeting. Which will be notified on university website in due course of time. After Approval of research topic by RRC researcher has to submit soft copy of synopsis in CD at central library of S.R.T.M. University.

टिप :-

१. दि. १२/०५/२०१७ च्या मा. विद्या परिषद तदकृत विषय क्र. ०२/२४-२०१५ नुसार आर.ए.सी. ने मांडवकडे विद्यार्थी दिव्यानंद गाडगेकर याच्या विषयातल्या पडोस दोन वर्षे विद्यार्थी देण्यात वेळ नयेत, असे ठरविले आहे.
२. दिनांक ०६/०३/२०१९ च्या मा. अधिष्ठाता बडवळकरांच्या केंद्रकीर्त विषय क्र. १९/१२-२०१९ नुसार आर.ए.सी. यावेळी तारखेनंतर एक वर्षांच्या आत स्नातकोत्तर आर.आर.सी. केंद्रकीर्त उपस्थित राहून सशोधन शोधक मान्य वर्ण अनिवार्य राहिले. तसेच आर.आर.सी. केंद्रकीर्त सशोधन शोधक मान्य झाल्यानंतर एक वर्षांत विविध शुल्क भरून सशोधन केंद्र तसेच पदव्युत्तर विभाग येथे रजि. होणे बंधनकारक आहे. आर.ए.सी. नंतर वर्षभरात दोन आर.आर.सी. झाल्या बाबत तर दोन आर.आर.सी. घेईल असे ठरविले जाईल. आर.ए.सी. नंतर आर.आर.सी. समारंभ वेळ उपस्थित राहून देखील आर.आर.सी. ने विषयात काही सुधारणा सुचविली असेल तर अशा उमेदवारांना पुढील एक वर्षांच्या आत विषय मान्यता घेऊन त्याच वर्षी सशोधन केंद्रावर रजि. होणे अनिवार्य राहिले. तसे वेळ नाहीतर ती नोंदणी ग्राह्य धरली जाणार नाही.
३. पीएच.डी.चा सशोधन कर्तव्यही सहा वर्षे असेल. या कालावधीनंतर पुढीलकडे गिली जाणार नाही.
४. दि.२०/०६/१०२० च्या मा.विद्या परिषदेच्या निर्णयानुसार सशोधन उमेदवारांनी Research Methodology, Computer Application, Research and publication Ethics या तीन विषयांची कोरमिके परीक्षा उत्तीर्ण झाल्याशिवाय त्यांची पत्रेच डी. नोंदणी कायम ठेवली जाणार नाही.



AISSMS

INSTITUTE OF MANAGEMENT (MBA)

CRAFTING VALUED CORPORATE PROFESSIONALS
Approved by AICTE, New Delhi, D.T.E. Govt. of Maharashtra, Pune and Affiliated to Savitribai Phule Pune University
Accredited by NAAC with 'A' Grade



SHRI MALO.HRAJE CHHATRAPATI
Honorary Secretary

Dr ABHIJIT MANCHARKAR
Director

Ref.No: AISSMS/IOM/SO/125 (E)/2023-2024

Date: 21/08/2023

To,

Mr. **Rahul L. Dhanwad**

Subject:- Regarding Ph.D Provisional Admission, Synopsis Submission and Presentation.

Dear Sir,

Congratulations for the Selection **for Ph.D. Program**!

With reference to interview conducted on 16th May, 2023 and approval from Savitribai Phule Pune University Ref. No.: PGS/2023, Dt. 24/6/2023, you are selected for Ph.D admission in **Marketing Management** and the Guide Allocated to you is **Dr. Bhalchandra Bite**.

You are requested to take the Ph.D provisional admission, submit Synopsis and give presentation on **31st August, 2023 at 10.30 am.** Please bring all the requisite documents in original along with two set of attested Photocopy and Duly Filled Application Form (as per the enclosed attachments). Fees should be paid in the form of D.D in the name of Director, AISSMS, Institute of Management, Pune-1.

Thank You & Best Wishes !
Regards.

Dr Pooja Upadhyay
Head- Research Centre



Dr. Abhijit Mancharkar
Director



23000568

Savitribai Phule Pune University
(Formerly University of Pune)



Tel. Nos: (020) 2562 1227/1212/1205
Fax no. : 020 25699232

Ganeshkhind, Pune - 07
Email : pgadmis@pun.unipune.ac.in

Ref. No.: PGS/2023

Date : 24/06/2023

To,
The Principal / Director / Head
All India Shri Shivaji Memorial Society All India
Shri Shivaji Memorial Society's Institute of
Management Addr: Kenedy Road Pune Ta: Haweli
(excluding Corporation Area) Dist: Pune
[IMMP014330]

Sub: - Approval to the list of Selected Students for Ph.D. Admission 2022

Sir/Madam,

With reference to the subject cited as above, this is to inform you that the university has approved the list of students recommended by your research centre for Ph.D. Admission 2022. Please note that you are required to publish the list of selected students on your website also inform personally to the selected candidates. You will also arrange brief presentation of selected students within a period of two months from the date of receipt of this letter.

List of Selected Students for Ph.D. Admission at your research centre is as below:

Name of the Faculty : Commerce & Management

Name of the Subject : Marketing Management

Sr.No.	Application ID	Name of the Students	Category
1	22030044741	Soham Balkrishna Pratap	SBC against Open
2	22030052856	Dhananjay Sitaram Patil	SC
3	22030056386	Siddhant Subhash Bhumkar	Open
4	22030092545	Sachin Vasant Chaugule	NT-(C)
5	22030099443	Rahul Laxman Dhanwad	SC

You are requested to complete the admission process as per provisions of circular No. 14/2017 dated 09/01/2017 and submit the application of students in prescribed format alongwith all required documents for final approval of the Research and Recognition committee of SPPU within a period of two months.

Thanking You,

Yours faithfully,

Deputy Registrar
(P.G. Admissions)