



**DAYANANDA SAGAR COLLEGE OF ARTS
SCIENCE & COMMERCE**
Affiliated to Bangalore University



Shavige Malleshwara Hills, Kumaraswamy Layout, Bangalore, Karnataka, India, Pin Code : 560111
Phone : +91 8042161762 / 26661104 Fax: 26660789,
Website : <https://dscasc.edu.in/>

CRITERION V

STUDENT SUPPORT & PROGRESSION

5.2: Student Progression

OFFER LETTERS

2018 - 19





PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Requesting for Resumes of Student who have appeared for Online Assessments - ResourcePro

Sagri Gupta <Sagri_Gupta@resourcepro.in>

Mon, Apr 8, 2019 at 5:38 PM

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: CHINMAY KUMAR <ckd@myanatomy.in>, KIRAN KOTIAN MYANATOMY <ksk@myanatomy.in>, K M JaiKumar MyAnatomy <jaikumar@myanatomy.in>, GuruPrasad MyAnatomy <guruprasad@myanatomy.in>, Rupali Kaur MyAnatomy <rupalik@myanatomy.in>, Jyoti Prakash <jyotip@myanatomy.in>, campusplacementsdsi <campusplacementsdsi@dayanandasagar.edu>, Rahul Chatterjee MyAnatomy <rahulc@myanatomy.in>

Dear Payal Mam,

Greetings from ReSourcePro and Congratulations!

Please find below list of the students who have cleared our Final Interview process.

Name	E-Mail	College Name
Pranitha P 16CQC41140	pranitha178@gmail.com	Dayananda Sagar
Revanth Mula 16CQC26045	revanth.tittu@gmail.com	Dayananda Sagar
Aarthilaya S 16CQC41002	aarthilaya.s18@gmail.com	Dayananda Sagar
Kanishka J 16CQC41065	kanishkakani116@gmail.com	Dayananda Sagar

Thanks & Regards,

Sagri

SAGRI GUPTA

EXECUTIVE - TALENT

16C0041006 33

Letter of Interest

To
ABHISHEK RAJU
Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPM.

For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

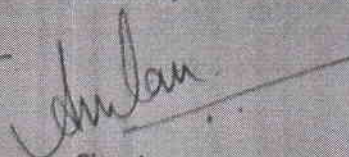
For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD



Signature:
Issuer's Name: AMLAN
Issuer's Emp. No.: 848225



Name: ABHISHEK RAJU
Date: 21-MAR-2019
Location: BANGALORE

16C8CH1006

2019

BCom

32

11th March, 2019

Sub: Offer of employment by Pin Click

Dear Abhishek,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of "Property Advisor", with effect from 1st July, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	ABHISHEK RAJU K	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	01-July -2019	
	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
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(3-4 Meeting Per day)	6000	72,000
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	*Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: * Performance Enhanced Incentives Is Target Based. * The Offer/ Salary Is Subjective To Completion Of Training *During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total CTC=3,72,000 INR.</p>			

* Post probation period you will be entitled to fixed salary of 4,22,000 INR per annum, along with your incentives based on your performance.

***TOTAL EXPECTED CTC - 6, 02, 000 INR Per Annum**
(i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

Letter of Interest

To **ADITYA PRAKASH PATIL**

1600041129

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPM.

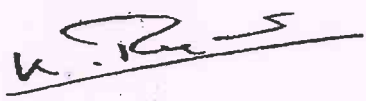
For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com / 080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD

Signature:
Issuer's Name: AMLAN
Issuer's Emp. No.: 848225

Name: ADITYA PATIL
Date: 21-Mar-2019
Location: Bangalore

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310



59
16C0041129
Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 29-May-2019

Name : Aditya Patil

Location : Karnataka,

Address : Flat No. 303, Vensar Homes No. 20, 14th Cross, 20th Main, BTM 1st Stage, Venkateshwara Layout, Marutnagar, , Bangalore, Karnataka - 560068

Dear Aditya Patil,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **24-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

Copies of Educational Certificates.

Passport size photographs.

Last payslip received from the previous employer.

Clearance from previous employer.

Address Proof.

Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).

PF documents (Form 11 & Form 2).

Reference sheet form.

Adherence to Anti Corruption Policy.

The URL for the link is: <http://careers.extramarks.com/index/filldetail/refId/MzIwNjY0Mjc=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

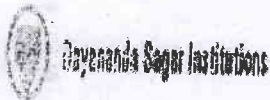
We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **24-Jun-2019**.

Accepted _____



PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

AEGIS - BBA/BCC

RE: Dayananda Sagar Institutions: Invitation For Campus Recruitment 2019

Anuja Aroman . <anuja.aroman@aegisglobal.com>

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Thu, Apr 4, 2019 at 3:1

Cc: Ramya M <ramya.m@in.aegisglobal.com>, VIJAY KUMAR T N <VIJAYKUMAR.TN@aegisglobal.com>

Hi Payal,

The names of the students who are shortlisted are :

- Prajwal Gowda N 16CQC41136 — BCCM
- Swathi K R 166JC26052
- Naveena P 16CQC26048
- Shikha Sinha 166JC26047
- Aishwarya B Yaligar 16CQC41009 — BCCM
- Shruti Pandey 166JC26048

You can inform these shortlisted students to collect their Letter of Intent from us.

Regards,

Anuja Aroman | Manager – Human Resources |

Aegis Customer Support Services Private Limited, GNR Complex,

Garvebhavi Palya, Kudlu Gate, Hosur Main Road, Behind Trident Hyundai, Bangalore – 560068

C : 08066376666 – VOIP- 6742 |

Email – anuja.aroman@aegisglobal.com | www.aegisglobal.com

AEGIS

AON.
BESTEMPLOYER
#AON2018

Life without a goal is just like walking with your eyes closed



Gnani DC <gnani05@gmail.com>

1600041015

Fwd: iPrimed: Confirmation Letter - Capgemini


1 message

Amith Pawar <amithpawar52@gmail.com>
To: Gnani DC <Gnani05@gmail.com>

Sat, Apr 27, 2019 at 9:25 AM

----- Forwarded message -----

From: **Chandrakanth** <Chandrakanth.P@iprimed.com>
Date: Mon 1 Apr, 2019, 2:21 PM
Subject: iPrimed: Confirmation Letter - Capgemini
To:
Cc: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

 Description: cid:image002.jpg@01D4E886.45B330A0

Description: cid:image004.jpg@01D4E886.45B330A0

Dear Candidate,

Congratulations!!!

This is with reference to the interview you had with **Capgemini**. **Capgemini SE**, is a French multinational information technology consulting corporation headquartered in Paris, France.^[3] It provides IT services and is one of the world's largest IT consulting, outsourcing and professional services companies with almost 190,000 employees in over 40 countries.

We are delighted to inform you that you have cleared your interview and have been selected to attend on the job training.

Your training duration will be for 4 - 6 weeks. *(Dates will be announce after successful completion of your Exams)

On successful completion of the training, you will be posted in Capgemini.

Designation: Process Associate (NON- VOICE profile) – Finance &Accounts

Training date and location will be shared shortly.

Documents to Carry: Address proof, Government ID Proof, Educational Documents (Worksheets, Graduation Certificate), Updated Resume, Hard copy of this e-mail.

Good Luck for your training.

Regards,

LETTER OF INTENT

Date: 07-03-19

Full Name: Amith Pawar

Dear Amith

With reference to your application and subsequent assessments you had with us, we are pleased to provide you the Letter of Intent (LOI) for a position of *Content Reviewer* at Amazon Development Center India Pvt. Ltd ("Company").

In case you are offered the position, you would be eligible for a base compensation of Rs.250,000 (Rupees Two Lakhs Fifty Thousand Only) per annum. In addition, you will be eligible for benefits as per company policies at the time of joining.

Please note, your appointment in the Company will be confirmed only on executing the detailed offer letter and NDA, which may be issued to you at a later date.

Terms and Conditions: Post Offer and Acceptance

- As per Company Business Requirements, you will be issued an offer letter with a proposed date of joining before 31st of December 2019.
- The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up another offer employment (other than with the Company) before issue of the Offer Letter.
- The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of issue of the Offer Letter and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.
- **Probation**
You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.
- **Hours of work**
The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. Your work may entail rotational shifts or related requirements for respective teams.
- **Place of Work**
You should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.
- **New Hire Background Investigation**
It is Amazon India's policy to investigate all its new hires. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon reference checks to be conducted by Amazon India being successfully completed.
In case you are hired from campus and results for your examination are still awaited, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice.

Ground, 8th, 9th, 10th & 11th Floors, Orion Building, Bagmane Constellation Business Park Circle,
Outer Ring Road, BANGALORE - 560 037, KARNATAKA, INDIA

Tel : +91 - 80 - 6605 5000

www.amazon.com

CIN : U72200KA2004FTC034233

Please note the following:

- You should not have any active backlogs during the time of the selection process and at the time of offer. In case you have accrued a backlog/backlogs post selection process, you will have to mandatorily clear the backlogs prior to the date of offer. The LOI will stand cancelled if the candidate has backlog/backlogs on the date of offer.
- Candidates who have been provided LOI shall not be eligible to apply for any other position in Amazon during the pendency of the LOI.
- For any queries or questions, please write to us on campus-nontech@amazon.com.
- You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

Yours sincerely

For and on behalf of **AMAZON DEVELOPMENT CENTER INDIA PVT LTD**



**Bandita Acharya,
Recruitment Manager**

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:



Signature

07-03-19

Date

Letter of Interest

To Amith Pawar,

37

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

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For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. '080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD

Signature:
Issuer's Name: Mr. Amlan
Issuer's Emp. No.: 848225

Name: Amith Pawar
Date: 21-03-19
Location: Bangalore

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310

***IBM Confidential - IBM Campus Drive -DSI**

Karthik K Srirama <kasrirak@in.ibm.com>
 To: placement1@dayanandasagar.edu
 Cc: Deepak A Kumar2 <deepakkumar@in.ibm.com>

Fri, Jun 21, 2019 at 10:32 AM

Dear Placement officer,

PFB details for the students shortlisted from the event held at you college on 12-Feb-2019. We would be initiating the offer process for the short-listed students at the earliest.

Thank you for all your support and apologies for the delay.

Event Name	Event Date	Event Location	Candidate Name	Mobile No	Emai ID	College Name	Remarks
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Lavanya Krishna B	8722172014	lavanyakrishnabk@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	N Hepsiba Monica	8904865189	hepi465@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Rabiya Tabussum	9741053020	rabishot@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Sahanashree B A	8971288724	sahnashree@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	J.Gowthami Bai	8147079346	plam TG CQC41057 jgowthamisingh@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Pruthvi C	9448982897	pruthvi.shekar1347@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	P.Amrita	8971363441	amrithabghs@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Yashaswini N	9742350350	yashunatesh@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Parameshwari R	7090739122	roshini.rose777.pr@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Sai Nikhil N	9986800682	DSBSPGDMA1719 nikhilnick@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Syed Abdul Rehman	8867356768	syedabdulrehman886@gmail.com	Dayanand Sagar Institutions	Shortlisted

Dayanand Sagar Institutions	12-Feb-19	Bangalore	Taufeeq Ahmad Gani	9108699055	taufeeqahmad99@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	TUSHAR SHARMA	8792280092	tushar.shams@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Dheeraj S	8277703966	166JC26016 dheerajr06@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Rahul Prasad Singh	9663501920	rahulprasadsingh1857@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Amith Pawar	9902016883	B.COM 16CQC41015 amithpawar52@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Mula Revanth	9886364274	B.AO 16CQC26045 revanth.tittu@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Bhavana D kumar	9731030814	bhavanakumar3030@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Pragathi C Acharya	9739316763	pragathi.acharya.c@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Ramesh Kumar	9008852142	arjunroy32044@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	NIKHILESH P	9738916215	B.COM 16CQC41121 nikhilesh.p98@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Aatir Mohammed	7259795512	aatir.md@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Mrityunjay Nutan	9740952911	mrityunjaynutan@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Rishabh Thakur	7349524079	rishabh.thakur2317@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Bhoomika R	9902739039	bhoomika.ranganath.98@outlook.in BMS1613B0009	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Impana Suresh	9449279238	impanasureshblr@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Navaneetha Suresh	9901276646	navaneetha2507@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Lalitha Shree	9611865908	12lalitha@gmail.com	Dayanand Sagar Institutions	Shortlisted

Karthik Srirama
Recruitment Delivery



09th April, 2019

38

Sub: Offer of employment by Pin Click

Dear Arihant sharma,

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "**Property Advisor**", with effect from **1st July, 2019**.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A.
2. Your initial posting as 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 potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. 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.
5. 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, 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.
6. 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.
7. 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.
8. 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	Arihant sharma	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	1 st July, 2019	
	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
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(3-4 Meeting Per day)	6000	72,000
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	*Fixed salary includes Rs.4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: * Performance Enhanced Incentives Is Target Based. * The Offer/ Salary Is Subjective To Completion Of Training *Fixed Salary during the probation period will be Rs. 31,000/- per month. Total CTC=3,72,000 INR. *Post Probation you will be entitled to fixed salary of 4,22,000 PA, along with your incentives based on your performance. *TOTAL EXPECTED CTC - 6, 02, 000 INR Per Annum (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount) *Post Probation.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable. 			

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.

For Pin Click

Manik Kinra
Co Founder



Capgemini Final round Results - Feb'07

Chandrakanth <Chandrakanth.P@iprimed.com>

Tue, Feb 12, 2019

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: Dhanya Satya <dhanya.satya@iprimed.com>, Umar.Ghaffer@iprimed.com, Shruthi <shruthi.r@iprimed.com>

Dear Payal,

Sharing you the Final Round Results of Capgemini conducted on Feb - 07

No. of Students : 12

Rejects : 0

Selects : 07

No show : 05

PFB

Name	Mobile No	Mail ID	Graduation Stream	Graduation Year	Final Status Update from Capgemini	College Name
Monish N 16CQC41106	9740500347	monishnagaraj.35@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Ankitha Ramya Jandur 1667C26806	9972879484	ankitharamyajandur@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Vyshnavi pasuparthi	8861719677	vyshnavikutti3@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Shahda Khan	7795135074	khanshahdakhan@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Manoj Kumar Chaudhary	9454098102	manojchaudharymc0@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Bhagyashree Murthy	9019361999	bhagyabmk304@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Tabish null Ansari 16CQC41194	8050497347	tabi.ansari@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Mohith N 16CQC41105	8884104132	mohithakil555@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Amith null Pawar 16CQC41015	9902016883	amithpawar52@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Kavya Null R	8861759586	kavyaraj8861s@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Srikanth K 16CQC41183	9844274761	srikanthkeshav1998@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Aishwarya 16CQC41009	8867171136	itsaishwarya04@gmail.com	BCOM	2019	Select	Dayanad Sagar College

Regards,

Sai Chandrakanth

Sr. Campus Connect - Lead



Bhanumathi K N <bhanumathi.kn@gmail.com>

Fwd: CONGRATULATIONS!

16 @ 00 410 36

PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>
To: BHANUMATHI.KN@gmail.com

Mon, May 20, 2019 at 3:24 PM

TAKE 6 PRINTS

*Payal Mandal*

*Manager - Training & Placement
Dayananda Sagar Institutions
Shavige Malleshwara Hills,
Kumaraswamy Layout,
Bangalore, Karnataka
Mobile: +91 9916986979
Landline: 080-42161749*

www.dayanandasagar.edu

----- Forwarded message -----

From: **Jasbeer Singh Dabola** <Jasbeer.Dabola@niit.com>
Date: Mon, May 20, 2019 at 12:38 PM
Subject: CONGRATULATIONS!
To:
Cc: Harish Setty K <Harish.K@niit.com>, Kavya N P <Kavya.P@niit.com>

Letter of Training**Dear Candidate,****CONGRATULATIONS!**

You have been selected to attend the Training with NIIT for Accenture upon successful completion of the training you will going through the final panel round of interview. Further on your selection you will be appointed as **Customer Service Associate** based at Bangalore location.

A formal Offer letter with your date of joining will be issued to you upon your final selection by Accenture after completion of the training.

This letter is confidential and you agree and undertake to keep this letter and the contents thereof confidential. All the information shared with you at the time of selection process for the training regarding company shall be kept confidential.

<https://mail.google.com/mail/u/0?ik=cdd60cba69&view=pt&search=all&permmsgid=msg-f%3A1634044231178400595&simpl=msg-f%3A16340442311...> 1/3

The details for the training:

- NIIT, #74/2, 1st Floor, Sanjana Plaza, Elephant Rock Road, Jayanagar 3rd Block, Bengaluru, Karnataka 560011
- Date and time will be communicated to you shortly over phone as well as email.

You are informed to email the scan copy of the following documents at the earliest to harish.k@niit.com

- Updated Resume
- All Marks Cards (10th, 12th and Graduation)
- Aadhar Card.

For further details or clarification, please connect the under signed.

Note: Please share your PDF format of your resume without fail to (Kavya.P@niit.com) mention in subject line your name and collage name

Best wishes,

Jasbeer singh

Mobile: 8892692135

Email: jasbeer.dabola@niit.com

Note: This complete selection and training process is absolutely "FREE". NO money to be paid.

Visit us at: <http://www.niit.com>

Follow us on: <http://www.twitter.com/niitltd>



400
160041036

Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 29-May-2019

Name : Devanshu Sharma

Location : Karnataka,

Address : Flat No. 303, Vensar Homes No. 20, 14th Cross, 20th Main, BTM 1st Stage, Venkateshwara Layout, Marutnagar, , Bangalore, Karnataka - 560068

Dear Devanshu Sharma,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **24-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <http://careers.extramarks.com/index/filldetail/refId/MzlwNjY0Mjc=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **24-Jun-2019**.

Accepted

Letter of Training

16CQC41036

Dear Candidate,

CONGRATULATIONS!

You have been selected to attend the Training with NIIT for Accenture upon successful completion of the training you will going through the final panel round of interview. Further on your selection you will be appointed as **Customer Service Associate** based at Bangalore location.

A formal Offer letter with your date of joining will be issued to you upon your final selection by Accenture after completion of the training.

This letter is confidential and you agree and undertake to keep this letter and the contents thereof confidential. All the information shared with you at the time of selection process for the training regarding company shall be kept confidential.

Key details for the training:

- NIIT, #74/2, 1st Floor, Sanjana Plaza, Elephant Rock Road, Jayanagar 3rd Block, Bengaluru, Karnataka 560011
- Date and time will be communicated to you shortly over phone as well as email.

You are informed to email the scan copy of the following documents at the earliest to harish.k@niit.com

- Updated Resume
- All Marks Cards (10th, 12th and Graduation)
- Aadhar Card.

For further details or clarification, please connect the under signed.

Note: Please share your PDF format of your resume without fail to (Kavya.P@niit.com)
Mention in subject line your name and collage name

-
Best wishes,
Jasbeer singh
Mobile: 8892692135
Email: jasbeer.dabola@niit.com

Note: This complete selection and training process is absolutely "FREE". NO money to be paid.

16CQC41036

2019

11th March, 2019

Sub: Offer of employment by Pin Click

Dear DEVANSHU,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of "Property Advisor", with effect from 1st July, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	DEVANSHU SHARMA	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	01-July -2019	
	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
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(3-4 Meeting Per day)	6000	72,000
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	*Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: * Performance Enhanced Incentives Is Target Based. * The Offer/ Salary Is Subjective To Completion Of Training *During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total CTC=3,72,000 INR.</p>			

vantage agora

B Com

168MC41091

Feb 27, 2019

Dear Dhanush .M .G

Vantage Agora Marketing Private Limited, is pleased to offer you the position of **Junior Insurance Analyst**. We trust that your knowledge, skills and expertise will be among our most valuable assets. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and condition,

1. **Date of Joining:** 1st July 2019
2. **Remuneration:** 2,00,000 per annum. The details are given in **Annexure -A**
3. **Location of work:** You will be joining the Vantage Agora Marketing Pvt Ltd office at, Pixel Park A, 4th Floor, PES South Campus, Hosur Road, Bengaluru 5601000
4. **Documents:** Below are the documents that are required to be scanned in the jpg format and sent Via mail by 6th March 2019:
 - All educational certificate
 - Address proof and ID proof (Pan Card, Aadhar Card, Voter ID, Passport)
 - 2 Reference letters (Family and Friend)
 - Experience Certificate and last 3 months pay slip if any
 - Please carry 2 passport size photos on joining date
5. **Benefits:** Every employee is liable for "Employees contribution "to Provident fund (P.F), Employees state insurance (ESI) besides He/ She is liable for payment of Income tax, Professional tax, as applicable as per Government stipulations. These amounts will be deducted by the company from the gross salary.
6. **Vacation:** You have the privilege of getting approved Indian holidays along with one-day paid leave in a month (12 Leaves in a year). Your weekly offs are on Saturday and Sundays except for one week, every quarter which will be six working days.
7. **Terms and conditions:**
 - During your employment with the company you shall adhere to all policies of the company. Please review the policy when you join the organization.
 - You must sign a one-year service agreement with VA during which you will be on probation for a period of six months on the satisfactory completion you will be a confirmed employee of the organization.
 - You will have to submit your original 10th marks card which will be returned to you on completion of your agreement period.
 - Your payment for any month will be in direct proportion to the number of days you are present. The salary cycle is from 26th of one month to 25th of the next month.
 - Your appraisals will be calculated in the month of July 2020, based on your performance
 - If you do not abide with the rules mentioned above, you will be terminated from your services with Vantage Agora. We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or others either during your employment or after, any information related to the company, its employee's, or associates.

To accept this Job Offer, sign, and date this letter where indicated on the following page. Please note if you do not send acceptance by email by March/06/2019 we will assume that you are not interested in the offer.

Pixel Park A 4th Floor PES South Campus
Electronic City Hosur Road Bengaluru 560100

080.67.59.7508
vantageagora.com

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Annexure A

	Earning	Amount
1 (a)	BASIC **	8968
1 (b)	D.A. **	4462
1 (c)	Flexible	942
1 (d)	GROSS SALARY	14372

Apart from the above gross salary the company contributes to PF and ESI to your account as below,

Company contributions	Amounts	Totals
Company's contribution to Provident Fund (P.F.)	1612	
Company's contribution to Employees State Insurance (E.S.I.)	683	
Total	2295	
Cost to Company (CTC)		16,667
CTC per Annum		2,00,000

Employee Salary and Liabilities	Amounts	Totals
Gross Salaries		13430
Less (a) Employees contribution to P.F	1612	
(b) Employees contribution of E.S.I	252	
Sub total		1864
Net salary if worked for the full month		12,508

P.F: The amount paid to P.F (The company's contribution and your contribution) will be as savings in your P.F account

ESI: The amount paid to ESI (The Company's contribution and your contribution) is for the medical treatment for you and your family.

vantage:agora.

If you accept this job offer, your hire date will be on the day that you attend new-hire orientation. Plan to work for the remainder of the business day after new-hire orientation ends.

We at Vantage Agora hope that you'll accept this job offer and look forward to welcoming you aboard.

Sincerely,



Jagadish Shetty
Head of Human Capital & Administration
Vantage Agora Marketing Private Limited

Accept Job Offer:

By signing and dating this letter below, I, Pranitha P, accept the job offer of Junior Insurance Analyst by Vantage Agora Marketing Private Limited.

Signature: _____ Date: _____

Pixel Park A 4th Floor PES South Campus
Electronic City Hosur Road Bengaluru 560100

080.67.59.7508
vantageagora.com

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Ref: HR/FEB/19/A3/56924902/50991543/1000761010

Date: 21 February, 2019

Abhay pratap Singh
2nd cross, Rajiv Gandhi Nagar
HSR sector 7
Bangalore 560068
Karnataka, India

Dear **Mr. Abhay pratap**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **SIS In-Charge in Senior Executive - A3 grade** in our business on the following terms and conditions.

1. PLACE OF POSTING:

Your initial posting will be at **Bangalore, Karnataka.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 26 February, 2019 and successful clearance of the Pre-Employment Medical Examination.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,50,000/- (Rupees Three Lac(s) Fifty Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 3,24,818/- (Rupees Three Lac(s) Twenty Four Thousand Eight Hundred Eighteen Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 25,184/- (Rupees Twenty Five Thousand One Hundred Eighty Four Only) per annum.

This includes Provident Fund and Gratuity (company's contribution @ 12% of Basic Pay and 4.81% of Basic Pay, respectively).

Note: Aggregate of Fixed Pay and Retirals is Committed CTC (refer Annexure 1A).

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be

subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited



Sundeep Rau

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____

DATE: _____

Annexure 1A			
Name: Abhay pratap Singh			
EARNINGS			
CTC Components		Proposed CTC (Rs.)	
		Monthly	Annual
<u>A. Fixed Pay</u>			
1	Basic Pay	12,485	1,49,818
<u>Choice Pay</u>			
2	Conveyance	1,600	19,200
3	Fuel & Maintenance	Refer Annexure	Refer Annexure
4	Leave Travel Allowance	Refer Annexure	Refer Annexure
5	Medical Reimbursement	Refer Annexure	Refer Annexure
6	Bonus*	1,749	20,986
7	Residual Choice Pay	3,287	39,446
<u>Housing</u>			
8	House Rent Allowance	6,242	74,909
<u>Insurance</u>			
9	GPA Insurance Premium	10	125
10	Group Term Life Insurance Premium	23	275
11	Medical Insurance Premium	1,672	20,060
Total Fixed Pay [A]		27,068	3,24,818
<u>B. Retirals</u>			
1	PF - Employer Contribution	1,498	17,978
2	Gratuity (4.81% of Basic)	601	7,206
Total Retirals [B]		2,099	25,184
Total CTC (A + B)		29,167	3,50,000

Note: The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

(*) In case of employees that are entitled to Bonus under the Payment of Bonus Act 1965.

Annexure - 2**TERMS AND CONDITIONS OF EMPLOYMENT****1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:**

Your appointment is subject to:

- a. Medical Fitness: You being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- b. Verification of Particulars: In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. PROBATION:

You will be initially on probation for a period of Six Months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 days' notice in writing by either side or payment of 30 days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment can end through three months' notice or payment of Basic salary in lieu thereof by either side. You shall attend duties till you are relieved from services in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

3. TRANSFER

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary of the company. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

4. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that:

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder.
- b. You are under no physical or mental disability that would hinder the performance of your duties contained herein.
- c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions.
- d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith
- e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties, and covenants.

- f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.
- g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

5. DUTIES AND RESPONSIBILITIES:

- a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company.

You are required to engage yourself exclusively in the work assigned by the company and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

- b. **Non Solicitation:** You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

- c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.
- e. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the company, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule

notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

- f. **Non-disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.
- g. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

- h. **Proprietary Rights:** You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

- i. **Safe-keeping of Company's property:** You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

- j. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.
- k. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

- l. **Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or non-public communication with any customer or member of the investment community or media or in any communication.
- m. **Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.
- n. **Model Release:** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.
- o. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.
- p. It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

6. TERMINATION OF EMPLOYMENT:

- a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue

to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.

- b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.
- c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.
- d. **Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - i. Return to work within 8 days from the commencement of such absence, and
 - ii. Give an explanation to the satisfaction of the Management regarding such absence
- e. **Medical Fitness:** The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.
- f. **Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.
- g. **Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency.
- h. **Suspension:** You may be placed under suspension, without salary, pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- i. **Harassment:** The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
- j. **Non-compete:** In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or otherwise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business of Reliance or any of its Group Companies.
- k. **Recovery of Payments:** Payments / reimbursements made towards recovery of notice period by your previous employer and relocation expenses by us will be recovered in full in the event of your separation from the company before completion of one year of joining.

7. AUTHORIZATION FOR ANTECEDENT VERIFICATION :

You have hereby given no objection in the Company (Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhaar number, other Government issues ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that Reliance Retail has appointed time being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

8. GENERAL:

- a. **Training:** You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.
- b. **Rules Regulations and Policy on Ethics:** You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company publishes from time to time. These include a requirement that you 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.
- c. **Media Interaction:** You will not interact with the media - electronic, print or otherwise in
 - i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.
 - ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.
 - iii. You shall also not disclose non-public information selectively to any particular group as it may lead to unfair advantage / discrimination.
 - iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's

business, policies and processes, you should take the approval of the Management prior to its release.

- v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.
- d. **Dispute Jurisdiction:** It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.
- e. **Entire Agreement:** This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.
- f. **Age:** Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- g. **Change of address:** You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- h. **Passport:** It is desirable that you have a valid passport at all times and ensure that the same is renewed from time to time.
- i. **Travel:** You shall make your own transport arrangements to and fro from the place of work.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name:

Signature:

Date:

LETTER OF INTENT

Date: 12/02/2019

Dear Ajay G Vernekar,

Congratulations!!!

With reference to your application & the subsequent interview you had with us, we are pleased to offer you the position of **Business Development Executive** in our organization. You would be required to join us on **18/02/2019** failing which this offer will automatically stand cancelled, unless a new date is agreed to by us in writing.

Your total Cost to the Company will be Rs.5, 03, 400 /- (inclusive of fixed + performance linked incentive).

Components	Fig in INR/Month
Basic	8,400
HRA	3,600
AA	1400
TA	800
MA	1,250
SA	4,550
Total Fixed Cash	20,000
ESI/Insurance	950
PLI	21,000
Total	41,950
Total CTC	503,400

You will be on training for a period of 5 days; there after clearing the evaluation process, you will enter the probation for a period of 3 months. **A detailed Employment confirmation letter will be given to you subject to the clearance of the probation completion period criteria.**

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that together we can build a world leader. We assure you of our support for your professional development and growth.

For DreamGains Financials India Private Limited



Rajen Patwari

HR Manager

17 December 2018

Akash Katta
No 5/1 3rd Cross R.K.Puram S.C.Road Behind Sudarsh
Karnataka - 560009

Dear Akash,

On behalf of **KPMG Global Delivery Center Private Limited** (the '**Company**'), I am pleased to offer you the position of **Associate** in **Audit** with the Company. You will be part of the **KGDCPL NON SEZ BANGALORE UNIT.US** team.

You shall report initially to **30922 Gupta, Vivek Kumar** and, or, any other person as decided by the Company from time to time. You shall be based in **Bangalore** and can be transferred to any other offices of the Company at any other place or city within India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **1 July 2019**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs. 187500/- (Rupees One Lakh Eighty Seven Thousand Five Hundred Only)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

2. Allowances

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs. 187500/- (Rupees One Lakh Eighty Seven Thousand Five Hundred Only)** towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Company and Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

2. Gratuity

You shall be entitled to payment of gratuity as per the Company Policy and subject to the applicable law.

3. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company, if any.

4. Leave

You shall be entitled to twenty two days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.

5. Maternity Benefits [For Women employees only]

You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to the aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.

C. Miscellaneous

1. Working Hours

You will be required to work eight (8) hours a day excluding thirty (30) minutes break for lunch. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

2. Taxation

Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

3. Confidential Information

3.1 For the purposes of this Agreement, 'Confidential Information' in relation to the Company means: -

- (i) trade secrets,
- (ii) lists or details of its suppliers, their services, or customers and the services and their terms of business,
- (iii) prices charged to and terms of business with clients,
- (iv) marketing plans and revenue forecasts,
- (v) any proposals relating to the future of Company or any of its business or any part thereof,
- (vi) details of its employees and officers and of the remuneration and other benefits paid to them,
- (vii) information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain, and
- (viii) any other information which is notified to you as confidential.

3.2 You shall not, either during your employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.

4. Employment Conditions

During the course of your employment, you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your manager.

5. Travel

You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

6. Independence and Risk Policies

We draw your attention to our independence and risk policies that apply to personnel in all functions. The joining pack and welcome mail from your Human Resources Manager will provide you with all the information you need as a new joiner to be independent in your personal financial relationships. Additional restrictions apply to partners and directors as per local regulations. You are requested to familiarize yourself with the Company's independence and other risk policies on joining and complete the related procedures within the timelines set out for each. In the event you do not comply with our independence and risk policies and procedures, you may be subject to disciplinary action including financial penalties including termination of your employment under Paragraph D.2 below.

7. Prevention of Insider Trading

You shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.

8. Staff Manual

You are requested to familiarize yourself with the Company's staff manual on joining and abide by the same. Any non-compliance or breach will be subject to disciplinary action pursuant to Paragraph D.2 below.

9. Intellectual Property

9.1 You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business related information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

9.2 You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

D. Termination

1. Without Cause

1.1 During the Probation Period, the Company may terminate this Agreement without assigning any reasons upon thirty (30) days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, during the Probation Period you may also terminate this Agreement without assigning any reasons upon thirty (30) days prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to the thirty (30) days written notice or salary in lieu thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.2 Upon your confirmation, either Party shall be free to terminate this Agreement at will and, at any time, with or without cause, upon sixty (60) days prior written notice by the Party desirous of terminating this Agreement or payment of equivalent salary in lieu thereof or a combination thereof, at the discretion of the Company. In the event you exercise the option of terminating this Agreement within twelve (12) months from the date of joining, in addition to the sixty (60) days written notice or salary in lieu thereof or a combination thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.3 In case of termination of employment under Paragraph D.1.1 and D.1.2 above, you may be required to go on a paid leave until the end of your notice period at the Company's discretion, which may be adjusted against your leave entitlement, if any, that has accrued and not been taken.

1.4 With the exception as laid out in Paragraph D.1.3 above, you shall not be entitled to any leave while serving your notice period under this Agreement.

2. Breach or Misconduct

2.1 Notwithstanding anything herein, the Company shall be entitled to terminate this Agreement, without notice and with immediate effect, in the event you are:

- (i) found to have engaged in any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business; or
- (ii) found to have engaged in any other act or omission, inconsistent with your duties; or
- (iii) found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company;
- (iv) convicted of any criminal offence; or,
- (v) found to have engaged in unauthorized absence beyond a period of seven (7) days.

2.2 Provisional Offer

This offer is conditional and is subject to receipt of satisfactory report on background checks on your academic and professional qualification, experience and other matters.

The present employment is offered to you on the basis of information/ particulars provided by you and in the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed, that shall constitute breach of trust and your services are liable to be terminated.

3. Leave

If upon termination you have taken more leaves than your entitlement, you will be required to reimburse the Company in respect of the excess days taken and the Company is authorized to make deductions in respect of the same from your final salary payment. In the event such deductions exceed the final salary payment to you, you shall pay such outstanding amount to the Company.

4. Return of Property

4.1 For the purposes of this Paragraph D.4, Property means keys, mobile phone (including BlackBerry), computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.

4.2 You shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this Paragraph D, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

E. Governing Law

This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before **19 December 2018**, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Yours sincerely,
for **KPMG Global Delivery Center Private Limited**

Partho Bhandopadhyay
Managing Director

I am pleased to accept the offer contained above.

Akash Katta

Annexure

Akash Katta
Associate
Bangalore

Compensation Category	Monthly (in INR)	Annual (in INR)
Basic Salary (a)	15625	187500
Flexible Compensation (b)	13750	165000
Employer Contribution to Provident Fund^ (c)	1875	22500
Total Cost to Company (a+b+c)	31250	375000

- ^Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund
- The above is an indicative break-up of the components
- Gratuity will be governed by the Payment of Gratuity Act
- You will be eligible for performance bonus as per the Company Policy if your joining date is on or before June 30 for the current calendar year
- You will be eligible for increment as per the Company Policy only if your joining date is on or before March 31 for the current calendar year
- Performance Bonus will be payable only subject to your being on the payroll of the Firm and not serving notice at the time of disbursement.
- Taxation will be governed by the Income Tax rules. The Firm will be deducting tax at source as per income tax guidelines.
- Insurance benefit would be as per the company policies
- Flexible compensation needs be allocated every year basis the components published by the firm
- Any statutory deduction shall be made as per applicable laws

To,

The Director,
Dayananda Sagar Institutions
Bangalore.

Dr. Mahua
for M.O
Venkatesh
16/4/19.

Date: ~~08~~ ^{16/04/19}th April 2019,

Subject: Requesting to get permission to join
Thomson Reuters.

Respected Sir,

I Ashwini R (17CGCMDO28), (BU) got placed in the Thomson Reuters from campus placement, I have received the offer letter and the company wants me to join from 8/4/2019. I will assure that I will attend all events, internal test and also assignments and also do project in Thomson Reuters. I will abide by any other rules/amendment as prescribed by Bangalore University.

I kindly request you to permit me to join the company.

Yours Sincerely,

ASHWINI R

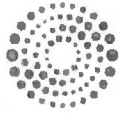
MBA (BU)

IV Sem

17CGCMDO28

Forwarded to Director Sir

Dr.
(Dr. Mahua Biswas)



PRIVATE AND CONFIDENTIAL

April 3, 2019

Ashwini R
Bangalore

Dear Ashwini,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Trainee Content Analyst - F&R** role.

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entity whose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date

- a. Your employment with the Company commences on **April 8, 2019**.

2. Initial Position, Work Description, Title Use and Work Base

- a. Your work base at commencement of your employment will be **Bangalore**. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time to time be revised by a written notice to you.
- b. The Company reserves the right to re-designate or revise your Position or work description at any time by a written notice to you.
- c. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise
- d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes for the benefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

3. Remuneration

- a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.
- b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee (Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.
- c. The Company may at its sole discretion from time to time review your remuneration, normally once annually. Where the Company agrees to revise your remuneration, you will be notified of it in writing. Until the Company notifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.



4. Probation

- a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.
- b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment of proportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.
- c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits

- a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailed in the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time

6. Leave

- a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment".

7. Information Provided By You, Reference Checks, Background Checks

- a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.
- b. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).
- c. The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.
- d. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment

8. Code of Conduct

- a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standards of ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as to the standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you as to how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy of the acknowledgement form at the end of the Code and return it to your local Human Resources department.



- b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying To You

- a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it will be necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees
- b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are made to the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereof from time to time.

10. Confidentiality

- a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment. Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.
- b. You will keep confidential the Confidential Information and not use it for any purpose other than the performance of your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.
- c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights

- a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights in the works created by you in accordance with the form attached to this letter as Annexure IV.

12. Termination

- a. Without limiting clause 4, the Company may at any time terminate your employment:
 - i. Without cause by giving you prior written notice of at least **60 days (Notice Period)** or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements;
 - ii. With immediate effect without any compensation by a written notice to you if:
 - A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment
 - B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violations of any Policies (defined below) or have been grossly negligent or reckless in your conduct);

The Company at any time discovers that any information or document submitted by you is fraudulent, materially false or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 9 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interests should your employment continue.
 - iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;



- iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;
 - v. By a written notice, where in the event your appointment is made subject to your passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and
 - vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).
- b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least **60 days**.
- c. In the event of a notice for termination or notice of resignation being served in accordance with this Letter, notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at its sole option and discretion, to place you on garden leave from the date of the notice of termination or resignation until the expiry of the notice period ("Garden Leave Period"), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties. You may not be engaged or employed by or take up any office or partnership in any other company, firm or business, or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.

13. Company Policies

- a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key current Policies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies
- b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may from time to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agree that the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies. You agree to be bound by all such changes.

14. Notice Pay Reimbursement (if applicable).

Where the Company reimburses to you any amount that you have to (or have had to) pay to your previous employer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that:

- a. You are responsible to properly account for and pay any applicable statutory taxes or levies on such payment;
 - b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.
 - c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged to pay you at the time of settling your dues following cessation of employment.
15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.

16. General

- a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of your employment contract.
- b. Where you wish to give notice to the Company you must send it to the Company's office located at the place where your manager is based with a copy to Human Resource team supporting your function. You agree that where we need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of the last known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.
- c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.



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Please return to us a copy of this letter duly signed by you as a token of your acceptance of employment with us on the terms and conditions set out in this letter (and the other relevant documents).

We are excited about the many ways you will have opportunities to contribute to the success of the Company and look forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch with the Talent Acquisition team member with whom you have been connected with.

Yours faithfully

For Thomson Reuters International Services Private Limited

Catriona Mackness
Head of HR Operations, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and further agree that (a) it contains the terms of my employment with the Company including those set out in Annexure I to this letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Ashwini R
Trainee Content Analyst - F&R



Annexure I - Total Rewards (A + B + C + D)

Name : Ashwini R
Reporting Manager : Rajesh Shenoy

Title : Trainee Content Analyst - F&R
Department : Financial and Risk

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	153,000
Flexible Pay (per annum)	83,640
Provident Fund (12% Basic Salary) (per annum)	18,360
Base Pay (Total Fixed Pay)	255,000

B - Variable Pay

<p>Target Production Incentive Plan:</p> <ul style="list-style-type: none"> • Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in quarterly Production Incentive Plan, subject to the criteria of the applicable incentive plan of the company. • You will be eligible for Production Incentive Plan. The details of the same will be shared by your Manager. • Please note that the payout under this plan will always be according to the applicable matrix of Production Incentive Plan as may be revised and circulated by your Manager on Quarterly basis. • Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any production incentive amount as described in the paragraphs above will be deemed to be in lieu of bonus based on profits payable under the Bonus Act. If the production incentive amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

C - Statutory Benefit

<p>Gratuity: Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment. Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies</p>
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D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 50,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)*
Employee's Group Personal accident insurance Policy (GPA):	Insurance covers disability (permanent and partial) due to accident .
Employees Depository Linked Insurance (EDLI)	Flat Sum Insured: INR. 601,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part

For Thomson Reuters International Services Private Limited

ACKNOWLEDGED AND AGREED


Catriona Mackness
Head of HR Operations, India

Ashwini R
Date : April 3, 2019



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*Please refer the Flexi pay document to understand the terms & conditions

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part.

For Thomson Reuters International Services Private Limited

ACKNOWLEDGED AND AGREED

Catriona Mackness
Head of HR Operations, India
Date: April 3, 2019

Ashwini R
Trainee Content Analyst - F&R
Date: April 3, 2019

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).
- 3 Passport Size Photographs in White background



Annexure III

**CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS
REGARDING COMPENSATION AND BENEFITS AND
GENERAL EMPLOYMENT TERMS**

I **Ashwini R**, hereby confirm that I acknowledge having received a copy of and agree to the contents of the following memorandum:

(a) Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at <https://thehub.thomsonreuters.com>, and I further understand that it is my responsibility to check for any modifications or amendments to the memorandum mentioned above from time to time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with them as are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature :.....

Name : Ashwini R

Title : Trainee Content Analyst - F&R

Date : April 3, 2019



Annexure IV

Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)

Intellectual Property related Undertaking

By this undertaking (**Undertaking**), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I:
 - i. Will promptly make full and complete disclosure about the Intellectual Property to the Company; and
 - ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.
 The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not, patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere in the world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.
2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including without limitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.
3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due or will accrue to me in consideration of the rights granted by me under this Undertaking.
4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive any such rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.
5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

ACKNOWLEDGED AND AGREED

Signature :

Name : Ashwini R

Date : April 3, 2019



THOMSON REUTERS®

Date: April 3, 2019

PERSONAL & STRICTLY CONFIDENTIAL

Dear Ashwini R,

Welcome to Early Career Program.

We are pleased to confirm your eligibility to participate in the Early Career Program.

This program is intended to provide support for your growth and development. It follows a competency, performance and compensation - based framework described as follows:

- The competency framework outlines the required on the job skills sets and behavioral competencies and proficiency levels to deliver role objectives, thereby providing a clear career progression path in the role
- The application of competencies on the job leads to achievement of objectives, which then ties to performance
- The compensation framework provides indicative compensation levels based on performance standards

The Program consists of four progressive Performance Review Periods (PRPs). Each PRP has duration of at least six months.

The expected competency level has been defined for the role. Your manager will discuss these with you, together with your performance objectives for the PRP. Performance reviews will be conducted at the completion of each PRP. They will be timed so that these assessments align with the global Thomson Reuters Mid Year & Annual Performance Assessment cycles.

Salary increase and movement to next PRP or no movement, as well as the application of the Performance Improvement Plan (PIP), will be dependent on the performance rating you receive after each PRP, as provided for in the ECP guidelines.

You will not be part of the Annual Compensation Planning (ACP) that happens for the rest of the organization in April each year while you are under this Program. Further, your existing bonus plan will remain in effect unless voided or superseded.

Please note that the Company reserves the right to amend, modify, cancel or withdraw this Program as it deems appropriate to suit business requirements.

If you have any questions, please contact your manager or your HR Business Partner.

For Thomson Reuters International Services Private Limited,
(a Thomson Reuters Company)

Catriona Mackness
Head of HR Operations, India

14 December 2018

Ashwini Vernekar
#1555, Lohit pg , opposite sagar hospital
Kumaraswamy layout
Karnataka - 560078

Dear Ashwini,

On behalf of **KPMG Global Delivery Center Private Limited** (the '**Company**'), I am pleased to offer you the position of **Associate in Audit** with the Company. You will be part of the **KGDCPL NON SEZ BANGALORE UNIT.US** team.

You shall report initially to **30922 Gupta, Vivek Kumar** and, or, any other person as decided by the Company from time to time. You shall be based in **Bangalore** and can be transferred to any other offices of the Company at any other place or city within India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **1 July 2019**, this employment agreement ('**Agreement**') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs. 187500/- (Rupees One Lakh Eighty Seven Thousand Five Hundred Only)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

2. Allowances

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs. 187500/- (Rupees One Lakh Eighty Seven Thousand Five Hundred Only)** towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Company and Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

2. Gratuity

You shall be entitled to payment of gratuity as per the Company Policy and subject to the applicable law.

3. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company, if any.

4. Leave

You shall be entitled to twenty two days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.

5. Maternity Benefits [For Women employees only]

You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to the aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.

C. Miscellaneous

1. Working Hours

You will be required to work eight (8) hours a day excluding thirty (30) minutes break for lunch. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

2. Taxation

Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

3. Confidential Information

3.1 For the purposes of this Agreement, 'Confidential Information' in relation to the Company means: -

- (i) trade secrets,
- (ii) lists or details of its suppliers, their services, or customers and the services and their terms of business,
- (iii) prices charged to and terms of business with clients,
- (iv) marketing plans and revenue forecasts,
- (v) any proposals relating to the future of Company or any of its business or any part thereof,
- (vi) details of its employees and officers and of the remuneration and other benefits paid to them,
- (vii) information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain, and
- (viii) any other information which is notified to you as confidential.

3.2 You shall not, either during your employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.

4. Employment Conditions

During the course of your employment, you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your manager.

5. Travel

You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

6. Independence and Risk Policies

We draw your attention to our independence and risk policies that apply to personnel in all functions. The joining pack and welcome mail from your Human Resources Manager will provide you with all the information you need as a new joiner to be independent in your personal financial relationships. Additional restrictions apply to partners and directors as per local regulations. You are requested to familiarize yourself with the Company's independence and other risk policies on joining and complete the related procedures within the timelines set out for each. In the event you do not comply with our independence and risk policies and procedures, you may be subject to disciplinary action including financial penalties including termination of your employment under Paragraph D.2 below.

7. Prevention of Insider Trading

You shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.

8. Staff Manual

You are requested to familiarize yourself with the Company's staff manual on joining and abide by the same. Any non-compliance or breach will be subject to disciplinary action pursuant to Paragraph D.2 below.

9. Intellectual Property

9.1 You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business related information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

9.2 You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

D. Termination

1. Without Cause

1.1 During the Probation Period, the Company may terminate this Agreement without assigning any reasons upon thirty (30) days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, during the Probation Period you may also terminate this Agreement without assigning any reasons upon thirty (30) days prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to the thirty (30) days written notice or salary in lieu thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.2 Upon your confirmation, either Party shall be free to terminate this Agreement at will and, at any time, with or without cause, upon sixty (60) days prior written notice by the Party desirous of terminating this Agreement or payment of equivalent salary in lieu thereof or a combination thereof, at the discretion of the Company. In the event you exercise the option of terminating this Agreement within twelve (12) months from the date of joining, in addition to the sixty (60) days written notice or salary in lieu thereof or a combination thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.3 In case of termination of employment under Paragraph D.1.1 and D.1.2 above, you may be required to go on a paid leave until the end of your notice period at the Company's discretion, which may be adjusted against your leave entitlement, if any, that has accrued and not been taken.

1.4 With the exception as laid out in Paragraph D.1.3 above, you shall not be entitled to any leave while serving your notice period under this Agreement.

2. Breach or Misconduct

2.1 Notwithstanding anything herein, the Company shall be entitled to terminate this Agreement, without notice and with immediate effect, in the event you are:

- (i) found to have engaged in any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business; or
- (ii) found to have engaged in any other act or omission, inconsistent with your duties; or
- (iii) found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company;
- (iv) convicted of any criminal offence; or,
- (v) found to have engaged in unauthorized absence beyond a period of seven (7) days.

2.2 Provisional Offer

This offer is conditional and is subject to receipt of satisfactory report on background checks on your academic and professional qualification, experience and other matters.

The present employment is offered to you on the basis of information/ particulars provided by you and in the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed, that shall constitute breach of trust and your services are liable to be terminated.

3. Leave

If upon termination you have taken more leaves than your entitlement, you will be required to reimburse the Company in respect of the excess days taken and the Company is authorized to make deductions in respect of the same from your final salary payment. In the event such deductions exceed the final salary payment to you, you shall pay such outstanding amount to the Company.

4. Return of Property

4.1 For the purposes of this Paragraph D.4, Property means keys, mobile phone (including BlackBerry), computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.

4.2 You shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this Paragraph D, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

E. Governing Law

This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before **16 December 2018**, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Yours sincerely,
for **KPMG Global Delivery Center Private Limited**

Partho Bhandopadhyay
Managing Director

I am pleased to accept the offer contained above.

Ashwini Vernekar

Annexure

Ashwini Vernekar
Associate
Bangalore

Compensation Category	Monthly (in INR)	Annual (in INR)
Basic Salary (a)	15625	187500
Flexible Compensation (b)	13750	165000
Employer Contribution to Provident Fund^ (c)	1875	22500
Total Cost to Company (a+b+c)	31250	375000

- ^Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund
- The above is an indicative break-up of the components
- Gratuity will be governed by the Payment of Gratuity Act
- You will be eligible for performance bonus as per the Company Policy if your joining date is on or before June 30 for the current calendar year
- You will be eligible for increment as per the Company Policy only if your joining date is on or before March 31 for the current calendar year
- Performance Bonus will be payable only subject to your being on the payroll of the Firm and not serving notice at the time of disbursement.
- Taxation will be governed by the Income Tax rules. The Firm will be deducting tax at source as per income tax guidelines.
- Insurance benefit would be as per the company policies
- Flexible compensation needs be allocated every year basis the components published by the firm
- Any statutory deduction shall be made as per applicable laws

Addressed to: **Balaji P V**

Dear Balaji,

Thank you for your interest in ZeroG, a OneOrigin company. This is in reference to your application and the subsequent discussions you had with us, we are pleased to make you an offer of employment for the position of **Associate Business Development** at our Bangalore location, reporting to **Abhinand Chincholi, CEO & Co-Founder**. The details of our offer, including the terms and conditions of your employment, are attached as "Employment Agreement" & "Exhibit(s)".

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both ZeroG Solutions and yourself with respect to your employment conditions, and is governed by the laws of the India Department of Labor. Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Exhibit(s), initialing each page in the bottom-right corner.

Balaji, we look forward to welcoming you to the ZeroG team and wish you a successful and rewarding career with us.

Sincerely,



Abhinand Chincholi
CEO & Co-founder

ZeroG Solutions

#221, 2nd Floor, 5th Main, Hampinagar, RPC Layout, Vijayanagar, Bangalore - 560040
www.OneOrigin.us | info@OneOrigin.us | +91-80-4122-5258

JOINING ACCEPTANCE & COMMENCEMENT

Your appointment will be effective on your joining date, **01/04/2019**. To confirm your acceptance of this offer, you are required to:

- Respond via email to us within 3 business days to communicate acceptance of the offer and to confirm your joining date.
- Report to:
ZeroG Solutions | #221, 5th Main Hampinagar, 2nd floor, Vijayanagar, Bangalore, on the date of joining **at 11:30 AM**. Please note that it is important to be on time to complete the joining formalities.
- On your joining date, please bring (i) the original and 1 photocopy of this letter duly signed and dated by you; (ii) 2 passport size photographs (in color against a white background), (iii) 1 set of photocopies of the following documents:
 - Three recent pay slips (if available)
 - Relieving Letter or Resignation Acceptance Letter from your most recent employer. If you have been employed for less than 1 year with the most recent employer, you must also bring a relieving letter or resignation acceptance letter from prior employer. Include your Employee Number with all previous employers.
 - Proof of Identity: Bring any one of – Passport / Driving License / Aadhar / Voters ID Card
 - PAN card & Passport Copy

EMPLOYEE AGREEMENT

This agreement is between:

- ZeroG whose Registered Office is at 221, 5th Main Hampinagar, Vijayanagar, Bangalore 560040 (“the Employer”) *and*
- Balaji P V, of Bangalore, India (“the Employee”)

IT IS AGREED that the Employer will employ the Employee and the Employee will work for the Employer on the following terms and conditions:

1. JOB TITLE

The Employee’s position is that of Associate Business Development and may from time to time be required to carry out such other reasonable duties as the Employer may decide, without additional remuneration, should this be necessary to meet the needs of the business.

2. HOURS OF OPERATION

Standard working hours are Monday-Friday, 2.00p - 11.00p.

3. PLACE OF WORK

Your joining location will be at our Country Headquarters, located in Bangalore, India. However, you may be transferred temporarily or permanently anywhere in India or abroad, depending upon the needs of the Employer.

4. PROBATION

Your probation period will initially be set for a period of 6 months from the date of joining.

During your probation period, you will be undergoing an on the job training programs and at the end of which, you will be evaluated. However please note that the probation period shall depend on our evaluation of your skills, project, domain, etc. during the performance review. The discretion with respect to determining extension to probation period shall vest solely with ZeroG. Employee shall be eligible for all the other employee benefits mentioned in this document post probation period.

5. COMPENSATION

Your compensation probation period is fixed at Rs. 16,000 per month and post probation, you will be Permanent Employee and your detailed compensation plan is attached as Exhibit 1 to this document. Please note that the gross compensation includes TDS and shall be applicable as per law. Income Tax or any other statutory deductions will be done at source. You will be eligible for leave and other such benefits in accordance with the Employer’s rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment and you will be entitled to the same as per the rules of

the company. Your individual remuneration is strictly between yourself and the company. It's been determined based on numerous factors such as your job, skills-specific background and professional merit. This information and any changes made therein should be treated as personal and confidential.

6. LEAVES

In addition to public holidays mentioned under US/India Holidays 2019 on OneForce, the Employee's annual leave entitlement is 12 days per year on a prorated basis, unless specified otherwise.

EL is limited to 2 days during the first 3 months of probation and non-transferable, leaves exceeding 2 days during probation is considered to be leave without pay.

The leaves entitlement will be taken at dates agreed with the Reporting Manager. The Employee must give at least two weeks' notice of leave requests and whilst every endeavor will be made to cooperate with the Employee in confirming the leave dates, such dates will remain in the ultimate discretion of the Employer. Leaves must be taken in the year of entitlement and any unused leaves within the year of entitlement will be carried forward to the following year with a total limit of 30 leaves and unused leaves beyond the limit of 30 leaves get lapsed. Any excess leaves shall be granted at the Employer's will under Leave Without Pay.

7. LEAVE PAYMENT

Leave payment will be paid at the basic salary rate. For any unused leaves, the leave payment shall be made at the time of exit during full & final settlement.

Upon termination of employment, the Employee will be entitled to pay in lieu of any unused leave entitlement or be required to pay to the Employer pay received for leaves taken in excess of entitlement. Any sums so due may be deducted from any money owing to the Employee and the Employee irrevocably authorizes the Employer to make such deductions.

8. ABSENCE DUE TO SICKNESS OR INJURY

In the event of incapacity due to sickness or injury the Employee must advise the Reporting Manager not later than 2pm on the first day of absence. Full reasons must be given at this time. If the Employee is absent for three days or less, he/she shall immediately on returning to work complete a self-certification form in respect of each day of absence. If the Employee is absent for more than three days, he/she must on the fourth day of absence provide the Employer with a medical certificate from a General Practitioner stating the reason for absence and provide subsequent certificates to cover any subsequent periods of absence. The Employee will authorize any such medical practitioner to disclose to and discuss with the Employer the results of the medical examination and the matters that arise from it so that the medical practitioner can notify the Employer of any matters that might impair the Employee from properly discharging his/her duties.

If such examination takes place while the Employee is sick or otherwise incapacitated and the medical practitioner advises that the Employee is fit to return to work either in his/her former capacity or with a reduced role, then, if the Employee does not return to work all sickness payments will end immediately and disciplinary action may result.

After or during any period of sickness lasting in excess of 1 week, the Employer may request a medical report as above. In such a case, notwithstanding the fact that another medical practitioner may have certified the Employee fit for work, the Employer shall be entitled to treat the Employee as unfit for work due to sickness until the medical practitioner appointed by the Employer has certified the Employee fit to work.

The Employer shall be entitled to review the Employee's sickness record at any stage of absence and may dismiss the Employee on the grounds of such absence notwithstanding that the Employee's entitlement to sick pay (statutory or otherwise) has not been exhausted.

9. CONFIDENTIALITY

The Employee may not either during or at any time after the termination of his/her employment with the Employer disclose to anyone other than in the proper course of his/her employment, any information of a confidential nature relating to the Employer, the Employer's customers or suppliers and shall further not use any such information in a manner which may either directly or indirectly cause loss to the Employer. Confidential information includes (but is not limited to) financial information, commercial information, technical information, sales and marketing information and trade secrets.

10. INTELLECTUAL PROPERTY

The Employee acknowledges that all files, customer records, lists, books, records, literature, software, products and work products developed by the Employee in the course of his/her employment with the Employer, and other materials owned by the Employer or used by the Employer in connection with the conduct of business by the Employer shall at all times remain the sole property of the Employer, and the Employee agrees that upon request and upon termination of the Employee's employment hereunder, howsoever arising, the Employee shall surrender to the Employer all such files, customer records, lists, books, records, literature, products, software, work products, and any copies thereof and all other property belonging to the Employer.

11. GRATUITIES

The Employee must immediately report in writing to Reporting Manager any offer by customers, suppliers, distributors and other such persons having a similar connection with the Employer, whether actual or prospective, any offer of gifts or services. The Employee must not accept or agree to accept such offers without the prior written agreement of Reporting Manager. This applies to any gifts or services offered directly or indirectly from any person firm or company with whom the Employer conducts business or may conduct business.

12. OTHER EMPLOYMENT

The Employee must devote the whole of his/her time, attention and abilities during his/her hours of work to his/her duties for the Employer. The employee may not, under any circumstance, whether directly or indirectly, undertake any other duties during his/her hours of work under this employment. The Employee may not, without the prior written consent of the Employer (which will not be unreasonably withheld) outside his/her hours of work with the Employer work for, advise or in any other way assist, whether directly or indirectly, any business or employment which is similar to or in any way connected or in competition with the business of Employer or which could or might reasonably be considered to impair the Employee's ability to act all times in the best interests of the Employer.

13. TERMINATION OF EMPLOYMENT

- The Employee shall give the Employer eight weeks' notice of his/her intention to terminate this employment, and
- The Employee's entitlement to notice from the Employer shall be the greater of two weeks for each complete year of continuous employment (subject to a maximum of ten weeks).
- Notice period during probationary period is at Employer's discretion.

All notices of termination shall be given in writing.

The periods of notice set out in this Clause may by consent be varied having regard to the circumstances of the case and to what is reasonable. The Employer may, at its option, pay salary in lieu of notice but nothing in these terms and conditions of employment shall prevent the Employer from terminating the Employee's employment without notice or payment in lieu in appropriate circumstances.

During any period of notice of termination (whether given by the Employee or by the Employer) the Employer may require the Employee not to attend his/her place of work for the duration or part of the notice period and/ or may at its discretion relieve the Employee of some or all of his/her contractual duties during that period. During the period of notice, including any garden leave, the Employee will remain an employee of the Employer and remain bound by these terms and conditions. It is agreed that the period of notice is a reasonable period for garden leave. This will not affect the Employee's entitlement to receive basic salary, together with a payment that reflects the value of all contractual benefits that would have been due to the Employee during the period of notice.

In case of noted performance issues or any breach of the terms and conditions set forth within this agreement, the Employer reserves the right to terminate the employment with immediate effect.

14. ALCOHOL & DRUG ABUSE POLICY

The Employer has an Alcohol and Drugs Abuse Policy, which is available from ZeroG's Content Repository. The Employee is required to read the policy and take all necessary steps to comply. Failure to comply may result in disciplinary action including dismissal.

15. INDEMNITY

The Employee will indemnify the Employer in respect of any liability incurred by the Employer as a direct consequence of the Employee's negligence, breach of contract, breach of duty or breach of trust in relation to the affairs of the Employer.

16. DATA PROTECTION ACT

The Employee consents to the holding and processing of personal data provided by him/her to the Employer for all purposes relating to this employment, but not limited to administering and maintaining personnel records, paying and reviewing salary and other remuneration and benefits, undertaking performance appraisals and reviews, maintaining sickness and other absence records and taking decisions as to the Employee's fitness for work.

The Employee further acknowledges and agrees that the Employer may, in the course of its duties as an employer, be required to disclose personal data relating to him/her, after the end of his/her employment. This does not affect the Employee's rights under the Data Protection Act.

17. GENERAL

The Employer reserves the right to vary the terms of employment contained in this Agreement. The Employer will notify the Employee in writing within one month of such variation. This statement replaces all of the Employer's previous terms and conditions of employment with the Employer.

ACCEPTANCE OF TERMS & CONDITIONS

I, Balaji P V, acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached Exhibit(s), and agree to be bound by the terms and conditions of employment as outlined therein.

Signature

Date

EXHIBIT I - COMPENSATION DETAILS

Compensation Structure:

Total Fixed CTC: INR 4,00,848

FIXED COMPONENT BREAKUP

Particulars	Amount / mo. (INR)
Basic Salary	15,220.00
HRA	7,610.00
Dearness Allowance	3,044.00
Conveyance Allowance	1,000.00
Medical Allowance	800.00
Leave Travel Allowance	-
Special Allowance	4,740.00
Total Monthly Gross Salary (A)	32,414.00
Employer contribution (B) - Medical Insurance premium	990.00
Total Monthly CTC (A+B)	33,404.00

Please note:

- The Take Home salary is dependent on individual saving profiles & existing tax structures.
- Incentive structure will be discussed post joining.
- For details on Nontaxable Medical Allowances, please refer the TABLE A below.

TABLE A - Amount given in heads below will be nontaxable on submission of bills.

Allowance	Remarks	Examples
Medical Allowance	Amount is claimed against submission of bills for Self & dependents.	Medicines, Consultation, Investigations, Hospital Expenses. etc.



Covance - CTC INPUT SCHEDULE

PSID: _____
Grade Level: 108
Position Title: Recruitment Coordinator
Department: RTA
Employee / Candidate Name: Chaitrashree Hegde
Start Date: 8th April 2019
Form Effective From: 1-Apr-2019
For the Period Ending June: 2019

NON-METRO CITY

All figures are in INR

FIXED COMPENSATION (Base Salary)		Annual (INR)	291,000.00
SECTION A: SALARY			
		Annual (INR)	Monthly (INR)
Basic Pay	40% of Fixed Comp or 180K Min	180,000	15,000.00
House Rent Allowance	40% of Basic Pay	72,000.00	6,000.00
Lunch Coupons	Fixed	13,200.00	1,100.00
Special Allowance (Balancing Figure)**	Refer to note 7	25,800.00	2,150.00
A. Subtotal		291,000.00	24,250.00
SECTION B: RETIREMENT BENEFITS			
Provident Fund (Employer Contribution)	12% of Basic Pay	21,600.00	1,800.00
Gratuity	4.81% of Basic Pay	8,658.00	721.50
B. Subtotal		30,258.00	2,521.50
SECTION C: ANNUAL LEAVE ENCASHMENT			
Encashment of Annual Leave	(Estimate for 15 days)	10,385.00	Refer to Note 10.
C. Subtotal		10,385.00	-
CTC (Cost to Company)			331,643.00

NOTES:

1. **Cost to Company:** This is calculated as: A. Subtotal + B. Subtotal + C. Subtotal

2. **Fixed Compensation:** This is calculated as: A. Subtotal

3. **Basic Pay:** This is calculated as 40% or minimum INR 1,80,000 /- P.A of the Fixed Compensation

4. **House Rent Allowance:** This is calculated as 40% of Basic pay for employees residing non-metro cities. For details of tax exemption on this item, please refer to the CTC FAQ.

6. **Lunch Coupons:** This amount is credited monthly into the employee's Meal Card account. This

7. **Special Allowance (Balancing fig.):** This is calculated as: Fixed Comp - (Basic+HRA+Lunch Coupons). This amount is 100% taxable. Through the "Design your salary" program employees can allocate upto the total amount of the special allowance depending on sufficient funds being available to the tax saving instruments such as: LTA, Journal and Telephone allowance on the Payroll portal as per details below:

7(a). **Leave Travel Assistance (LTA):** Employees can allocate up to a month's Basic Pay for LTA. For tax exemption supporting receipts need to be submitted at year end. Two tax exemption claims can be made in a block of Four Calendar years. please refer to the CTC FAQ.

7(b). **Telephone Allowance** Employees can allocate INR 12000 p.a for Telephone Allowance. To avail the tax exemption employees need to submit supporting receipts (landline bills/ post paid mobile bills) at the time of year end proof submission. Bills should be in the name of the employee.

7(c). **Journal Allowance:** Employees can allocate INR 36,000 p.a. for Journal Allowance. For tax exemption supporting receipts need to be submitted at year end. Only expenses for online and offline courses that are relevant to the employee's line of work and can be claimed with line manager approval

8. **Provident Fund (Employer):** The employer contribution percentage is 12% of Basic Pay. The minimum employer contribution is INR 1800 per month.

9. **Gratuity:** Gratuity is calculated as 4.81% of Basic Pay. Employees are entitled to Gratuity payment (on separation) if their tenure at the company is more than 4 years and 190 days.

10. **Encashment of Annual Leave** Annual leave entitlement is 21 days. Employees are required to use at least 6 days Annual Leave each year. They may elect to encash remaining leave (limit 21 days), or carry over a maximum of 21 days. In any given year the entitlement cannot exceed a maximum of 42 days (21 days carried forward + 21 days annual entitlement). Leave encashment applications are accepted between November 15 and December 31.

All benefits are defined and controlled by company policy and are subject to change at the sole discretion of the Management.

I signify my acceptance of the above:

Signed: _____

Print Name: _____

Date: _____

Addressed to: **Charvi A N**

Dear Charvi,

Thank you for your interest in ZeroG, a OneOrigin company. This is in reference to your application and the subsequent discussions you had with us, we are pleased to make you an offer of employment for the position of **Associate Business Development** at our Bangalore location, reporting to **Abhinand Chincholi, CEO & Co-Founder**. The details of our offer, including the terms and conditions of your employment, are attached as "Employment Agreement" & "Exhibit(s)".

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both ZeroG Solutions and yourself with respect to your employment conditions, and is governed by the laws of the India Department of Labor. Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Exhibit(s), initialing each page in the bottom-right corner.

Charvi, we look forward to welcoming you to the ZeroG team and wish you a successful and rewarding career with us.

Sincerely,



Abhinand Chincholi
CEO & Co-founder

ZeroG Solutions

#221, 2nd Floor, 5th Main, Hampinagar, RPC Layout, Vijayanagar, Bangalore - 560040
www.OneOrigin.us | info@OneOrigin.us | +91-80-4122-5258

JOINING ACCEPTANCE & COMMENCEMENT

Your appointment will be effective on your joining date, **01/04/2019**. To confirm your acceptance of this offer, you are required to:

- Respond via email to us within 3 business days to communicate acceptance of the offer and to confirm your joining date.
- Report to:
ZeroG Solutions | #221, 5th Main Hampinagar, 2nd floor, Vijayanagar, Bangalore, on the date of joining **at 11:30 AM**. Please note that it is important to be on time to complete the joining formalities.
- On your joining date, please bring (i) the original and 1 photocopy of this letter duly signed and dated by you; (ii) 2 passport size photographs (in color against a white background), (iii) 1 set of photocopies of the following documents:
 - Three recent pay slips (if available)
 - Relieving Letter or Resignation Acceptance Letter from your most recent employer. If you have been employed for less than 1 year with the most recent employer, you must also bring a relieving letter or resignation acceptance letter from prior employer. Include your Employee Number with all previous employers.
 - Proof of Identity: Bring any one of – Passport / Driving License / Aadhar / Voters ID Card
 - PAN card & Passport Copy

EMPLOYEE AGREEMENT

This agreement is between:

- ZeroG whose Registered Office is at 221, 5th Main Hampinagar, Vijayanagar, Bangalore 560040 (“the Employer”) *and*
- Charvi A N, of Bangalore, India (“the Employee”)

IT IS AGREED that the Employer will employ the Employee and the Employee will work for the Employer on the following terms and conditions:

1. JOB TITLE

The Employee’s position is that of Associate Business Development and may from time to time be required to carry out such other reasonable duties as the Employer may decide, without additional remuneration, should this be necessary to meet the needs of the business.

2. HOURS OF OPERATION

Standard working hours are Monday-Friday, 10.00a - 7.00p.

3. PLACE OF WORK

Your joining location will be at our Country Headquarters, located in Bangalore, India. However, you may be transferred temporarily or permanently anywhere in India or abroad, depending upon the needs of the Employer.

4. PROBATION

Your probation period will initially be set for a period of 6 months from the date of joining.

During your probation period, you will be undergoing an on the job training programs and at the end of which, you will be evaluated. However please note that the probation period shall depend on our evaluation of your skills, project, domain, etc. during the performance review. The discretion with respect to determining extension to probation period shall vest solely with ZeroG. Employee shall be eligible for all the other employee benefits mentioned in this document post probation period.

5. COMPENSATION

Your compensation probation period is fixed at Rs. 16,000 per month and post probation, you will be Permanent Employee and your detailed compensation plan is attached as Exhibit 1 to this document. Please note that the gross compensation includes TDS and shall be applicable as per law. Income Tax or any other statutory deductions will be done at source. You will be eligible for leave and other such benefits in accordance with the Employer’s rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment and you will be entitled to the same as per the rules of

the company. Your individual remuneration is strictly between yourself and the company. It's been determined based on numerous factors such as your job, skills-specific background and professional merit. This information and any changes made therein should be treated as personal and confidential.

6. LEAVES

In addition to public holidays mentioned under US/India Holidays 2019 on OneForce, the Employee's annual leave entitlement is 12 days per year on a prorated basis, unless specified otherwise.

EL is limited to 2 days during the first 3 months of probation and non-transferable, leaves exceeding 2 days during probation is considered to be leave without pay.

The leaves entitlement will be taken at dates agreed with the Reporting Manager. The Employee must give at least two weeks' notice of leave requests and whilst every endeavor will be made to co-operate with the Employee in confirming the leave dates, such dates will remain in the ultimate discretion of the Employer. Leaves must be taken in the year of entitlement and any unused leaves within the year of entitlement will be carried forward to the following year with a total limit of 30 leaves and unused leaves beyond the limit of 30 leaves get lapsed. Any excess leaves shall be granted at the Employer's will under Leave Without Pay.

7. LEAVE PAYMENT

Leave payment will be paid at the basic salary rate. For any unused leaves, the leave payment shall be made at the time of exit during full & final settlement.

Upon termination of employment, the Employee will be entitled to pay in lieu of any unused leave entitlement or be required to pay to the Employer pay received for leaves taken in excess of entitlement. Any sums so due may be deducted from any money owing to the Employee and the Employee irrevocably authorizes the Employer to make such deductions.

8. ABSENCE DUE TO SICKNESS OR INJURY

In the event of incapacity due to sickness or injury the Employee must advise the Reporting Manager not later than 2pm on the first day of absence. Full reasons must be given at this time. If the Employee is absent for three days or less, he/she shall immediately on returning to work complete a self-certification form in respect of each day of absence. If the Employee is absent for more than three days, he/she must on the fourth day of absence provide the Employer with a medical certificate from a General Practitioner stating the reason for absence and provide subsequent certificates to cover any subsequent periods of absence. The Employee will authorize any such medical practitioner to disclose to and discuss with the Employer the results of the medical examination and the matters that arise from it so that the medical practitioner can notify the Employer of any matters that might impair the Employee from properly discharging his/her duties.

If such examination takes place while the Employee is sick or otherwise incapacitated and the medical practitioner advises that the Employee is fit to return to work either in his/her former capacity or with a reduced role, then, if the Employee does not return to work all sickness payments will end immediately and disciplinary action may result.

After or during any period of sickness lasting in excess of 1 week, the Employer may request a medical report as above. In such a case, notwithstanding the fact that another medical practitioner may have certified the Employee fit for work, the Employer shall be entitled to treat the Employee as unfit for work due to sickness until the medical practitioner appointed by the Employer has certified the Employee fit to work.

The Employer shall be entitled to review the Employee's sickness record at any stage of absence and may dismiss the Employee on the grounds of such absence notwithstanding that the Employee's entitlement to sick pay (statutory or otherwise) has not been exhausted.

9. CONFIDENTIALITY

The Employee may not either during or at any time after the termination of his/her employment with the Employer disclose to anyone other than in the proper course of his/her employment, any information of a confidential nature relating to the Employer, the Employer's customers or suppliers and shall further not use any such information in a manner which may either directly or indirectly cause loss to the Employer. Confidential information includes (but is not limited to) financial information, commercial information, technical information, sales and marketing information and trade secrets.

10. INTELLECTUAL PROPERTY

The Employee acknowledges that all files, customer records, lists, books, records, literature, software, products and work products developed by the Employee in the course of his/her employment with the Employer, and other materials owned by the Employer or used by the Employer in connection with the conduct of business by the Employer shall at all times remain the sole property of the Employer, and the Employee agrees that upon request and upon termination of the Employee's employment hereunder, howsoever arising, the Employee shall surrender to the Employer all such files, customer records, lists, books, records, literature, products, software, work products, and any copies thereof and all other property belonging to the Employer.

11. GRATUITIES

The Employee must immediately report in writing to Reporting Manager any offer by customers, suppliers, distributors and other such persons having a similar connection with the Employer, whether actual or prospective, any offer of gifts or services. The Employee must not accept or agree to accept such offers without the prior written agreement of Reporting Manager. This applies to any gifts or services offered directly or indirectly from any person firm or company with whom the Employer conducts business or may conduct business.

12. OTHER EMPLOYMENT

The Employee must devote the whole of his/her time, attention and abilities during his/her hours of work to his/her duties for the Employer. The employee may not, under any circumstance, whether directly or indirectly, undertake any other duties during his/her hours of work under this employment. The Employee may not, without the prior written consent of the Employer (which will not be unreasonably withheld) outside his/her hours of work with the Employer work for, advise or in any other way assist, whether directly or indirectly, any business or employment which is similar to or in any way connected or in competition with the business of Employer or which could or might reasonably be considered to impair the Employee's ability to act all times in the best interests of the Employer.

13. TERMINATION OF EMPLOYMENT

- The Employee shall give the Employer eight weeks' notice of his/her intention to terminate this employment, and
- The Employee's entitlement to notice from the Employer shall be the greater of two weeks for each complete year of continuous employment (subject to a maximum of ten weeks).
- Notice period during probationary period is at Employer's discretion.

All notices of termination shall be given in writing.

The periods of notice set out in this Clause may by consent be varied having regard to the circumstances of the case and to what is reasonable. The Employer may, at its option, pay salary in lieu of notice but nothing in these terms and conditions of employment shall prevent the Employer from terminating the Employee's employment without notice or payment in lieu in appropriate circumstances.

During any period of notice of termination (whether given by the Employee or by the Employer) the Employer may require the Employee not to attend his/her place of work for the duration or part of the notice period and/ or may at its discretion relieve the Employee of some or all of his/her contractual duties during that period. During the period of notice, including any garden leave, the Employee will remain an employee of the Employer and remain bound by these terms and conditions. It is agreed that the period of notice is a reasonable period for garden leave. This will not affect the Employee's entitlement to receive basic salary, together with a payment that reflects the value of all contractual benefits that would have been due to the Employee during the period of notice.

In case of noted performance issues or any breach of the terms and conditions set forth within this agreement, the Employer reserves the right to terminate the employment with immediate effect.

14. ALCOHOL & DRUG ABUSE POLICY

The Employer has an Alcohol and Drugs Abuse Policy, which is available from ZeroG's Content Repository. The Employee is required to read the policy and take all necessary steps to comply. Failure to comply may result in disciplinary action including dismissal.

15. INDEMNITY

The Employee will indemnify the Employer in respect of any liability incurred by the Employer as a direct consequence of the Employee's negligence, breach of contract, breach of duty or breach of trust in relation to the affairs of the Employer.

16. DATA PROTECTION ACT

The Employee consents to the holding and processing of personal data provided by him/her to the Employer for all purposes relating to this employment, but not limited to administering and maintaining personnel records, paying and reviewing salary and other remuneration and benefits, undertaking performance appraisals and reviews, maintaining sickness and other absence records and taking decisions as to the Employee's fitness for work.

The Employee further acknowledges and agrees that the Employer may, in the course of its duties as an employer, be required to disclose personal data relating to him/her, after the end of his/her employment. This does not affect the Employee's rights under the Data Protection Act.

17. GENERAL

The Employer reserves the right to vary the terms of employment contained in this Agreement. The Employer will notify the Employee in writing within one month of such variation. This statement replaces all of the Employer's previous terms and conditions of employment with the Employer.

ACCEPTANCE OF TERMS & CONDITIONS

I, Charvi A N, acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached Exhibit(s), and agree to be bound by the terms and conditions of employment as outlined therein.

Signature

Date

EXHIBIT I - COMPENSATION DETAILS

Compensation Structure:

Total Fixed CTC: INR 4,00,848

FIXED COMPONENT BREAKUP

Particulars	Amount / mo. (INR)
Basic Salary	15,220.00
HRA	7,610.00
Dearness Allowance	3,044.00
Conveyance Allowance	1,000.00
Medical Allowance	800.00
Leave Travel Allowance	-
Special Allowance	4,740.00
Total Monthly Gross Salary (A)	32,414.00
Employer contribution (B) - Medical Insurance premium	990.00
Total Monthly CTC (A+B)	33,404.00

Please note:

- The Take Home salary is dependent on individual saving profiles & existing tax structures.
- Incentive structure will be discussed post joining.
- For details on Nontaxable Medical Allowances, please refer the TABLE A below.

TABLE A - Amount given in heads below will be nontaxable on submission of bills.

Allowance	Remarks	Examples
Medical Allowance	Amount is claimed against submission of bills for Self & dependents.	Medicines, Consultation, Investigations, Hospital Expenses. etc.

LETTER OF INTENT

Date: 12/02/2019

Dear Diwakar SS,

Congratulations!!!

With reference to your application & the subsequent interview you had with us, we are pleased to offer you the position of **Business Development Executive** in our organization. You would be required to join us on **18/02/2019** failing which this offer will automatically stand cancelled, unless a new date is agreed to by us in writing.

Your total Cost to the Company will be Rs.5, 03, 400 /- (inclusive of fixed + performance linked incentive).

Components	Fig in INR/Month
Basic	8,400
HRA	3,600
AA	1400
TA	800
MA	1,250
SA	4,550
Total Fixed Cash	20,000
ESI/Insurance	950
PLI	21,000
Total	41,950
Total CTC	503,400

You will be on training for a period of 5 days; there after clearing the evaluation process, you will enter the probation for a period of 3 months. **A detailed Employment confirmation letter will be given to you subject to the clearance of the probation completion period criteria.**

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that together we can build a world leader. We assure you of our support for your professional development and growth.

For DreamGains Financials India Private Limited



Rajen Patwari

HR Manager

HIVELOOP LOGISTICS PRIVATE LIMITED

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CIN: U74999KA2017PTC106742, Email: compliance.hpl@gmail.com, Contact No. +917259228370.

Private & Confidential

12 April, 2019

Giriraj Revankar
Belgaum

Sub: Offer Letter

Dear **Giriraj**

Congratulations!

We are pleased to offer you a full-time position with the **Logistics** team at Udaan!

This offer of employment is subject to terms and conditions attached hereto. (Appendix A and Appendix B) and contingent to you joining us on or before **22-April-2019**.

Salary: Your Annual Gross compensation would be **700000 (Rupees Seven Lakhs Only)** the details of which is been given in the **Annexure A** attached below.

Place/Transfer: Your initial place of work will be **Bangalore**, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management. During the period of employment, you may be required to travel or stay outside your location specified above, you shall be entitled to reimbursement of reasonable expenses as per the travel policy of the Company, applicable from time to time.

Upon joining, you shall be required to enter and execute a detailed employment agreement with the company. If you agree to these terms and conditions, may we request you to sign the copy of this letter, including Annexure A (compensation details) and Annexure B (general terms and conditions) as a token of your acceptance.

We look forward to working together with you to build Udaan !

Yours sincerely,

For Hiveloop Logistics Private Limited

Authorized Signatory

I accept the above terms and conditions and shall abide by them.

Signature _____

Giriraj Revankar

Name: Giriraj Revankar

Date: 15/April/2019

HIVELOOP LOGISTICS PRIVATE LIMITED

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Annexure A

Salary Components	Monthly	Yearly
Fixed Compensation	58333	700000
Basic	23333	280000
HRA	16333	196000
Conveyance	1600	19200
Medical Allowance	1250	15000
Other Allowance	11974	143696
EPF(Company Contribution)	2042	24504
EPF (Employee Contribution)	1800	21600
Total CTC	58333	700000
Deductions		
EPF(Company Contribution)	2042	24504
EPF (Employee Contribution)	1800	21600
Professional Tax	200	2400
Total Deduction	4042	48504
Net Fixed pay before Income Tax	54291	651496

You will be covered in the company group mediclaim insurance coverage of Rs. 3 lacs for self and family of upto five members including parents / parents-in-law with pre-existing disease coverage.

Further, Gratuity or other statutory benefits as applicable will be payable and is not included in the above compensation details.

I accept the above terms and conditions and shall abide by them.

Signature _____

Giriraj Revankar

Giriraj Revankar

Date: 15/April/2019

HIVELOOP LOGISTICS PRIVATE LIMITED

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Annexure B

General Terms & Conditions

1. During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not get engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of the Company.
2. **Leave:** You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service. You may be required to work from Monday to Friday or Monday to Saturday as per company policy applicable to your area of function, for such hours as are necessary to suit the Company's requirements, and for the proper discharge of the Employee's duties. You may also be required to attend duties on Public Holidays as per the exigencies of work. However, the maximum number of working hours per week shall not exceed the provisions of the applicable law.
3. **Probation/Confirmation:** You will be on Probation for an initial period of **three months** from your date of joining. Based on your performance your services will be deemed to be confirmed with the company post completion of this period. However, during the probation period your services can be terminated with **15 days notice** on either side and without any reasons whatsoever. Post completion of the Probation period your services can be terminated on **two month's notice** on either side.
4. 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.
5. You shall at all times readily conform to obey and execute all lawful orders which may be issued to you and comply with all such rules and regulations as the Company may frame from time to time.
6. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned; unless you have previously applied to and obtained the written permission from the Company.
7. You confirm that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement and you have returned all property and confidential information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.

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8. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
9. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, trade secrets, or proprietary information, or intellectual property, or Project cost & Estimation; Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile or strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.
All Intellectual Property rights in any work or material developed/co developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of the Company and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property. If required by the Company, during or after the Employment Period, you shall assign and transfer in favour of the Company or, at the request of the Company, in favour of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in the Company, any of its subsidiary, affiliate or customers as the Company may require, any and all Intellectual Property rights and benefits in such works or materials. In performance of your duties and responsibilities you shall not use or infringe any intellectual Property or rights of the Company or of any other third party/s.
10. You shall, at the request and cost of the Company, take all necessary steps to procure the granting of Letters of Patent in India and similar protection abroad in the Joint names of the Company and yourself in respect of such invention, and upon such Letters of Patent and/or similar protection being granted, shall, at the request and cost of the Company, execute all assignments, licenses, and other documents required by the Company to deal with the said Letters of Patent and/or similar protection in such manner as the Company may think fit. Should the Company so desire the said invention shall not be made the subject of Letters of Patent or similar protection, but shall be worked by the Company, and all or any of its Associated Companies as a secret process, and in such case you undertake not to disclose, divulge or communicate any information relating to such invention to any other person or persons whatsoever.
11. If at any time in our opinion, which is final in this matter you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you. Unless in case of earlier termination of this appointment due to a plausible cause, you shall retire on your 60th birthday or the day immediately preceding such date, if your birthday does not fall on a working day.

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12. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.
13. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
14. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.
15. You shall not have any claim whatever against the Company or any of its Associated Companies for any extra service, unless for such payment (if any) as may have been expressly agreed to in writing prior to such services being rendered.
16. All the provisions hereinbefore contained regarding any invention or patent shall apply to any design which during the continuance of this Agreement, you shall become entitled to register, the registration thereof being deemed to be equivalent to the grant of Letters of Patent, and any other necessary changes being made.
17. If at any time hereafter it shall be agreed between the Company and yourself that an alteration shall be made in your salary, duties or place of employment, such alteration shall not affect the other terms of this Agreement, except as may be expressly agreed on.
18. Non-compete and non-solicitation*: You shall not do or indulge in any of the following, without the prior written consent of the Company:
 - (a) Compete: During the Employment Period and for a period of at least 6(Six) months after the Employment Period, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company nor engage in any activity that conflicts with your obligations to the Company;
 - (b) Solicit Business: During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit, endeavor to solicit, influence or attempt to influence any client, existing or prospective customers or other person, directly or indirectly, to purchase his product in lieu of Company's products and/or services, to any person, firm, corporation, institution or other entity in competition with the business of the Company;
 - (c) Solicit Personnel: During the Employment Period and for a period of at least two (2) years after the Employment Period, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person or entity which is a competitor of the Company.

HIVELOOP LOGISTICS PRIVATE LIMITED

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*The compensation stated in Annexure I of this appointment letter is sufficient consideration for you to agree to non-compete and non-solicitation. You acknowledge and agree that violation of the covenants and obligations with respect to non-compete and non-solicitation as set forth above will cause the Company, irreparable injury. Therefore, you agree that the Company shall be entitled to an interim injunction, restraining order or such other equitable relief as a court of competent jurisdiction may deem necessary or appropriate to restrain you from committing any violation of the covenants and obligations. These injunctive remedies are cumulative and are in addition to any other rights and remedies that the Company may have against you as provided under laws.

You will have access to the employee portal which may have Company's Code of Business principles, Privacy Policy Guide, IT Usage Policy, Safety and Environment policy and other policies of the company. We request you to go through the same and understand them. You will be required to abide by the principles set out in the document, breach of which, can have serious consequences including dismissal from service.

This Agreement and all of your rights and obligations hereunder are personal to you and may not be transferred or assigned by you at any time. The Company may assign its rights under this agreement to any entity that assumes the Company's obligations hereunder in connection with any sale or transfer of all or a substantial portion of the Company's assets to such entity.

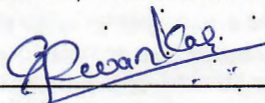
If you agree to these terms and conditions, may we request you to sign the copy of this letter as a token of your acceptance.

Yours sincerely,
For Hiveloop Logistics Private Limited

Authorized Signatory

I accept the above terms and conditions and shall abide by them.

Signature _____



Giriraj Revankar

11 December 2018

Koppala Bhaskaran
flat no 504< vinayaka apartment,martin pais road
Lalbhag, Mangalore
Karnataka - 575003

Dear Koppala,

On behalf of **KPMG Global Delivery Center Private Limited** (the '**Company**'), I am pleased to offer you the position of **Associate 1** in **Audit** with the Company. You will be part of the **KGDCPL NON SEZ BANGALORE UNIT.US** team.

You shall report initially to **30922 Gupta, Vivek Kumar** and, or, any other person as decided by the Company from time to time. You shall be based in **Bangalore** and can be transferred to any other offices of the Company at any other place or city within India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **1 July 2019**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs. 187500/- (Rupees One Lakhs Eighty Seven Thousand Five Hundred Only)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

2. Allowances

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs. 187500/- (Rupees One Lakhs Eighty Seven Thousand Five Hundred Only)** towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Company and Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

2. Gratuity

You shall be entitled to payment of gratuity as per the Company Policy and subject to the applicable law.

3. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company, if any.

4. Leave

You shall be entitled to twenty two days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.

5. Maternity Benefits [For Women employees only]

You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to the aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.

C. Miscellaneous

1. Working Hours

You will be required to work eight (8) hours a day excluding thirty (30) minutes break for lunch. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

2. Taxation

Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

3. Confidential Information

3.1 For the purposes of this Agreement, 'Confidential Information' in relation to the Company means: -

- (i) trade secrets,
- (ii) lists or details of its suppliers, their services, or customers and the services and their terms of business,
- (iii) prices charged to and terms of business with clients,
- (iv) marketing plans and revenue forecasts,
- (v) any proposals relating to the future of Company or any of its business or any part thereof,
- (vi) details of its employees and officers and of the remuneration and other benefits paid to them,
- (vii) information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain, and
- (viii) any other information which is notified to you as confidential.

3.2 You shall not, either during your employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.

4. Employment Conditions

During the course of your employment, you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your manager.

5. Travel

You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

6. Independence and Risk Policies

We draw your attention to our independence and risk policies that apply to personnel in all functions. The joining pack and welcome mail from your Human Resources Manager will provide you with all the information you need as a new joiner to be independent in your personal financial relationships. Additional restrictions apply to partners and directors as per local regulations. You are requested to familiarize yourself with the Company's independence and other risk policies on joining and complete the related procedures within the timelines set out for each. In the event you do not comply with our independence and risk policies and procedures, you may be subject to disciplinary action including financial penalties including termination of your employment under Paragraph D.2 below.

7. Prevention of Insider Trading

You shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.

8. Staff Manual

You are requested to familiarize yourself with the Company's staff manual on joining and abide by the same. Any non-compliance or breach will be subject to disciplinary action pursuant to Paragraph D.2 below.

9. Intellectual Property

9.1 You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business related information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

9.2 You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

D. Termination

1. Without Cause

1.1 During the Probation Period, the Company may terminate this Agreement without assigning any reasons upon thirty (30) days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, during the Probation Period you may also terminate this Agreement without assigning any reasons upon thirty (30) prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to the thirty (30) days written notice or salary in lieu thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.2 Upon your confirmation, either Party shall be free to terminate this Agreement at will and, at any time, with or without cause, upon sixty (60) days prior written notice by the Party desirous of terminating this Agreement or payment of equivalent salary in lieu thereof or a combination thereof, at the discretion of the Company. In the event you exercise the option of terminating this Agreement within twelve (12) months from the date of joining, in addition to the sixty (60) days written notice or salary in lieu thereof or a combination thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.3 In case of termination of employment under Paragraph D.1.1 and D.1.2 above, you may be required to go on a paid leave until the end of your notice period at the Company's discretion, which may be adjusted against your leave entitlement, if any, that has accrued and not been taken.

1.4 With the exception as laid out in Paragraph D.1.3 above, you shall not be entitled to any leave while serving your notice period under this Agreement.

2. Breach or Misconduct

2.1 Notwithstanding anything herein, the Company shall be entitled to terminate this Agreement, without notice and with immediate effect, in the event you are:

- (i) found to have engaged in any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business; or
- (ii) found to have engaged in any other act or omission, inconsistent with your duties; or
- (iii) found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company;
- (iv) convicted of any criminal offence; or,
- (v) found to have engaged in unauthorized absence beyond a period of seven (7) days.

2.2 Provisional Offer

This offer is conditional and is subject to receipt of satisfactory report on background checks on your academic and professional qualification, experience and other matters.

The present employment is offered to you on the basis of information/ particulars provided by you and in the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed, that shall constitute breach of trust and your services are liable to be terminated.

3. Leave

If upon termination you have taken more leaves than your entitlement, you will be required to reimburse the Company in respect of the excess days taken and the Company is authorized to make deductions in respect of the same from your final salary payment. In the event such deductions exceed the final salary payment to you, you shall pay such outstanding amount to the Company.

4. Return of Property

4.1 For the purposes of this Paragraph D.4, Property means keys, mobile phone (including BlackBerry), computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.

4.2 You shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this Paragraph D, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

E. Governing Law

This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before **13 December 2018**, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Yours sincerely,
for **KPMG Global Delivery Center Private Limited**

Partho Bhandopadhyay
Managing Director

I am pleased to accept the offer contained above.

Koppala Bhaskaran

Annexure

Koppala Bhaskaran
Associate 1
Bangalore

Compensation Category	Monthly (in INR)	Annual (in INR)
Basic Salary (a)	15625	187500
Flexible Compensation (b)	13750	165000
Employer Contribution to Provident Fund^ (c)	1875	22500
Total Cost to Company (a+b+c)	31250	375000

- ^Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund
- The above is an indicative break-up of the components
- Gratuity will be governed by the Payment of Gratuity Act
- You will be eligible for performance bonus as per the Company Policy if your joining date is on or before June 30 for the current calendar year
- You will be eligible for increment as per the Company Policy only if your joining date is on or before March 31 for the current calendar year
- Performance Bonus will be payable only subject to your being on the payroll of the Firm and not serving notice at the time of disbursement.
- Taxation will be governed by the Income Tax rules. The Firm will be deducting tax at source as per income tax guidelines.
- Insurance benefit would be as per the company policies
- Flexible compensation needs be allocated every year basis the components published by the firm
- Any statutory deduction shall be made as per applicable laws

11 December 2018

Akshay Ladda
Gopaldas Ladda, Sardar Vallabhai Patel Chowk
Vegetable market, Shorapur
Karnataka - 585224

Dear Akshay,

On behalf of **KPMG Global Delivery Center Private Limited** (the '**Company**'), I am pleased to offer you the position of **Associate 1** in **Audit** with the Company. You will be part of the **KGDCPL NON SEZ BANGALORE UNIT.US** team.

You shall report initially to **30922 Gupta, Vivek Kumar** and, or, any other person as decided by the Company from time to time. You shall be based in **Bangalore** and can be transferred to any other offices of the Company at any other place or city within India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **1 July 2019**, this employment agreement ('**Agreement**') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs. 187500/- (Rupees One Lakhs Eighty Seven Thousand Five Hundred Only)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

2. Allowances

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs. 187500/- (Rupees One Lakhs Eighty Seven Thousand Five Hundred Only)** towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Company and Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

2. Gratuity

You shall be entitled to payment of gratuity as per the Company Policy and subject to the applicable law.

3. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company, if any.

4. Leave

You shall be entitled to twenty two days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.

5. Maternity Benefits [For Women employees only]

You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to the aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.

C. Miscellaneous

1. Working Hours

You will be required to work eight (8) hours a day excluding thirty (30) minutes break for lunch. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

2. Taxation

Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

3. Confidential Information

3.1 For the purposes of this Agreement, 'Confidential Information' in relation to the Company means: -

- (i) trade secrets,
- (ii) lists or details of its suppliers, their services, or customers and the services and their terms of business,
- (iii) prices charged to and terms of business with clients,
- (iv) marketing plans and revenue forecasts,
- (v) any proposals relating to the future of Company or any of its business or any part thereof,
- (vi) details of its employees and officers and of the remuneration and other benefits paid to them,
- (vii) information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain, and
- (viii) any other information which is notified to you as confidential.

3.2 You shall not, either during your employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.

4. Employment Conditions

During the course of your employment, you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your manager.

5. Travel

You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

6. Independence and Risk Policies

We draw your attention to our independence and risk policies that apply to personnel in all functions. The joining pack and welcome mail from your Human Resources Manager will provide you with all the information you need as a new joiner to be independent in your personal financial relationships. Additional restrictions apply to partners and directors as per local regulations. You are requested to familiarize yourself with the Company's independence and other risk policies on joining and complete the related procedures within the timelines set out for each. In the event you do not comply with our independence and risk policies and procedures, you may be subject to disciplinary action including financial penalties including termination of your employment under Paragraph D.2 below.

7. Prevention of Insider Trading

You shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.

8. Staff Manual

You are requested to familiarize yourself with the Company's staff manual on joining and abide by the same. Any non-compliance or breach will be subject to disciplinary action pursuant to Paragraph D.2 below.

9. Intellectual Property

9.1 You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business related information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

9.2 You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

D. Termination

1. Without Cause

1.1 During the Probation Period, the Company may terminate this Agreement without assigning any reasons upon thirty (30) days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, during the Probation Period you may also terminate this Agreement without assigning any reasons upon thirty (30) days prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to the thirty (30) days written notice or salary in lieu thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.2 Upon your confirmation, either Party shall be free to terminate this Agreement at will and, at any time, with or without cause, upon sixty (60) days prior written notice by the Party desirous of terminating this Agreement or payment of equivalent salary in lieu thereof or a combination thereof, at the discretion of the Company. In the event you exercise the option of terminating this Agreement within twelve (12) months from the date of joining, in addition to the sixty (60) days written notice or salary in lieu thereof or a combination thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.3 In case of termination of employment under Paragraph D.1.1 and D.1.2 above, you may be required to go on a paid leave until the end of your notice period at the Company's discretion, which may be adjusted against your leave entitlement, if any, that has accrued and not been taken.

1.4 With the exception as laid out in Paragraph D.1.3 above, you shall not be entitled to any leave while serving your notice period under this Agreement.

2. Breach or Misconduct

2.1 Notwithstanding anything herein, the Company shall be entitled to terminate this Agreement, without notice and with immediate effect, in the event you are:

- (i) found to have engaged in any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business; or
- (ii) found to have engaged in any other act or omission, inconsistent with your duties; or
- (iii) found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company;
- (iv) convicted of any criminal offence; or,
- (v) found to have engaged in unauthorized absence beyond a period of seven (7) days.

2.2 Provisional Offer

This offer is conditional and is subject to receipt of satisfactory report on background checks on your academic and professional qualification, experience and other matters.

The present employment is offered to you on the basis of information/ particulars provided by you and in the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed, that shall constitute breach of trust and your services are liable to be terminated.

3. Leave

If upon termination you have taken more leaves than your entitlement, you will be required to reimburse the Company in respect of the excess days taken and the Company is authorized to make deductions in respect of the same from your final salary payment. In the event such deductions exceed the final salary payment to you, you shall pay such outstanding amount to the Company.

4. Return of Property

4.1 For the purposes of this Paragraph D.4, Property means keys, mobile phone (including BlackBerry), computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.

4.2 You shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this Paragraph D, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

E. Governing Law

This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before **13 December 2018**, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Yours sincerely,
for **KPMG Global Delivery Center Private Limited**

Partho Bhandopadhyay
Managing Director

I am pleased to accept the offer contained above.

Akshay Ladda

Annexure

Akshay Ladda
Associate 1
Bangalore

Compensation Category	Monthly (in INR)	Annual (in INR)
Basic Salary (a)	15625	187500
Flexible Compensation (b)	13750	165000
Employer Contribution to Provident Fund^ (c)	1875	22500
Total Cost to Company (a+b+c)	31250	375000

- ^Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund
- The above is an indicative break-up of the components
- Gratuity will be governed by the Payment of Gratuity Act
- You will be eligible for performance bonus as per the Company Policy if your joining date is on or before June 30 for the current calendar year
- You will be eligible for increment as per the Company Policy only if your joining date is on or before March 31 for the current calendar year
- Performance Bonus will be payable only subject to your being on the payroll of the Firm and not serving notice at the time of disbursement.
- Taxation will be governed by the Income Tax rules. The Firm will be deducting tax at source as per income tax guidelines.
- Insurance benefit would be as per the company policies
- Flexible compensation needs be allocated every year basis the components published by the firm
- Any statutory deduction shall be made as per applicable laws

Candidate Name:- M. MEERIAInstitute Name:- D.S.I**Subject: Letter of Offer from the Kotak Life Insurance**

We are happy to inform that you have been selected as a **Management Trainee** by the Kotak Mahindra Group for;

❖ Kotak Life

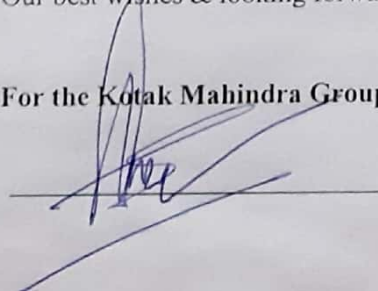
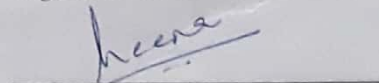
Your **remuneration** per annum is **Rs. 3.5 LPA** CTC plus annual incentives (subject to the minimum performance criteria of ("Meets Expectation") Your Offer letter giving details of your compensation break-up, benefits & other terms & conditions will follow shortly. Your place of posting will be anywhere in India and the details of the same will be shared with you along with your offer letter. Your appointment is however subject to being certified medically fit by a doctor at the time of your joining.

In case of any queries, do get in touch with us at the email id of the HR Relationship manager for the Company you have been recruited for.

C R Vimlesh	Kotak Life
Sarthak Das Pattanayak	Kotak Life

Kindly sign a copy of this offer letter conveying your acceptance.

Our best wishes & looking forward to seeing you on board early next year.

For the Kotak Mahindra Group**Signature of the candidate**

Kotak Mahindra Life Insurance Company Limited
(Formerly known as Kotak Mahindra Old Mutual Life Insurance Limited)

CIN: U66030MH2000PLC128503

Registered Office:

2nd Floor,
Plot # C- 12,
G- Block, BKC, Bandra (E),
Mumbai - 400 051

Corporate Office:

7th Floor, Kotak Infinity, Bldg. No. 21,
Infinity Park, Off W. E. Highway,
General AK Vaidya Marg, Malad (E),
Mumbai - 400 097, India.

T +91 22 66057777
F +91 22 67425649 / 50
<http://insurance.kotak.com>

Koi hai... hamesha

Ref: HR/FEB/19/A3/56924761/50991544/1000762536

Date: 27 February, 2019

Meena M
50th Feet Main Road
Teachers Colony, Kumaraswamy Layout
Bangalore 560070
Karnataka, India

Dear **Ms. Meena**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **SIS In-Charge in Senior Executive - A3 grade** in our business on the following terms and conditions.

1. PLACE OF POSTING:

Your initial posting will be at **Bangalore, Karnataka.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 01 March, 2019 and successful clearance of the Pre-Employment Medical Examination.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,50,000/- (Rupees Three Lac(s) Fifty Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 3,24,818/- (Rupees Three Lac(s) Twenty Four Thousand Eight Hundred Eighteen Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals: Rs. 25,184/- (Rupees Twenty Five Thousand One Hundred Eighty Four Only) per annum.**

This includes Provident Fund and Gratuity (company's contribution @ 12% of Basic Pay and 4.81% of Basic Pay, respectively).

Note: Aggregate of Fixed Pay and Retirals is Committed CTC (refer Annexure 1A).

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be

subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited



Sundeep Rau

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____

DATE: _____

Annexure 1A			
Name: Meena M			
EARNINGS			
CTC Components		Proposed CTC (Rs.)	
		Monthly	Annual
<u>A. Fixed Pay</u>			
1	Basic Pay	12,485	1,49,818
<u>Choice Pay</u>			
2	Conveyance	1,600	19,200
3	Fuel & Maintenance	Refer Annexure	Refer Annexure
4	Leave Travel Allowance	Refer Annexure	Refer Annexure
5	Medical Reimbursement	Refer Annexure	Refer Annexure
6	Bonus*	1,749	20,986
7	Residual Choice Pay	4,387	52,640
<u>Housing</u>			
8	House Rent Allowance	6,242	74,909
<u>Insurance</u>			
9	GPA Insurance Premium	10	125
10	Group Term Life Insurance Premium	23	275
11	Medical Insurance Premium	572	6,866
Total Fixed Pay [A]		27,068	3,24,818
<u>B. Retirals</u>			
1	PF - Employer Contribution	1,498	17,978
2	Gratuity (4.81% of Basic)	601	7,206
Total Retirals [B]		2,099	25,184
Total CTC (A + B)		29,167	3,50,000

Note: The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

(*) In case of employees that are entitled to Bonus under the Payment of Bonus Act 1965.

Annexure - 2**TERMS AND CONDITIONS OF EMPLOYMENT****1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:**

Your appointment is subject to:

- a. Medical Fitness: You being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- b. Verification of Particulars: In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. PROBATION:

You will be initially on probation for a period of Six Months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 days' notice in writing by either side or payment of 30 days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment can end through three months' notice or payment of Basic salary in lieu thereof by either side. You shall attend duties till you are relieved from services in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

3. TRANSFER

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary of the company. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

4. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that:

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder.
- b. You are under no physical or mental disability that would hinder the performance of your duties contained herein.
- c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions.
- d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith
- e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties, and covenants.

- f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.
- g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

5. DUTIES AND RESPONSIBILITIES:

- a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company.

You are required to engage yourself exclusively in the work assigned by the company and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

- b. **Non Solicitation:** You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

- c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.
- e. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the company, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule

notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

- f. **Non-disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.
- g. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

- h. **Proprietary Rights:** You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

- i. **Safe-keeping of Company's property:** You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

- j. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.
- k. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

- l. **Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or non-public communication with any customer or member of the investment community or media or in any communication.
- m. **Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.
- n. **Model Release:** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.
- o. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.
- p. It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

6. TERMINATION OF EMPLOYMENT:

- a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue

to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.

- b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.
- c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.
- d. **Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - i. Return to work within 8 days from the commencement of such absence, and
 - ii. Give an explanation to the satisfaction of the Management regarding such absence
- e. **Medical Fitness:** The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.
- f. **Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.
- g. **Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency.
- h. **Suspension:** You may be placed under suspension, without salary, pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- i. **Harassment:** The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
- j. **Non-compete:** In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or otherwise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business of Reliance or any of its Group Companies.
- k. **Recovery of Payments:** Payments / reimbursements made towards recovery of notice period by your previous employer and relocation expenses by us will be recovered in full in the event of your separation from the company before completion of one year of joining.

7. AUTHORIZATION FOR ANTECEDENT VERIFICATION :

You have hereby given no objection in the Company (Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhaar number, other Government issues ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that Reliance Retail has appointed time being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

8. GENERAL:

- a. **Training:** You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.
- b. **Rules Regulations and Policy on Ethics:** You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company publishes from time to time. These include a requirement that you 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.
- c. **Media Interaction:** You will not interact with the media - electronic, print or otherwise in
 - i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.
 - ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.
 - iii. You shall also not disclose non-public information selectively to any particular group as it may lead to unfair advantage / discrimination.
 - iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's

business, policies and processes, you should take the approval of the Management prior to its release.

- v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.
- d. **Dispute Jurisdiction:** It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.
- e. **Entire Agreement:** This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.
- f. **Age:** Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- g. **Change of address:** You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- h. **Passport:** It is desirable that you have a valid passport at all times and ensure that the same is renewed from time to time.
- i. **Travel:** You shall make your own transport arrangements to and fro from the place of work.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name:

Signature:

Date:

c6db008dd2de4f04
24-May-19

Mr. Muhammad Isahaque
Flat#105, Rotsan Gardens

Apartment, Near K C Park
Pincode: 580002

Contact No: 7022480700

Sub: Letter of 'Management Traineeship'

Dear Muhammad Isahaque,

With reference to your application and subsequent discussions and interviews, we are pleased to offer you an employment with the Bank in the **Junior Management** as a **Management Trainee** for a period of one year, subject to following terms and conditions.

1. As discussed during the interviews and as explained to you and as understood by you during the said discussions and negotiations between you and our representative, the Bank has accepted your application and hereby extend you an offer as a **'Management Trainee'** in the Bank for a period of one year, beginning from the date of your resumption as **'Management Trainee'**. As such your employment will begin with the Bank as a **'Management Trainee'** for the **Consumer Banking Division**.
2. Your employment as a Management Trainee as stated above, shall begin with effect from the date you report for duty, which shall not be later than **15-Aug-19**. This letter of **'Management Traineeship'** is valid up to **15-Aug-19**. You are therefore requested to report to Bank on or before the said date at the initial place of posting as mentioned below.
3. You will be imparted rigorous and extensive training on and off the job for the first three months as a **'Management Trainee'** in the Consumer Banking Division, covering the following areas, besides others:
 - a. Product orientation.
 - b. General Banking & Direct Banking Operations processes.
 - c. Bank's IT systems & applications.
 - d. Behavioural skills & selling skills workshops.



OFFER LETTER

To

Mr. Mohammed Aftaab.

Dear Candidate,

Thank you for meeting us to pursue an employment opportunity with our organization.

Based on your Bio-data and the interview you had in connection with your employment in our Company, we are pleased to make you an offer of appointment as **Sales Application Engineer / Sales Specialist** in the Sales Department on the remuneration as offered and agreed by. The Management reserves the right to bifurcate or merge the allowances in future. Please refer below proposed annual salary structure.

Salary and Other Allowance Annual INR 4,75,000/- (Fixed)

Incentive and Annual Bonus INR 64,000/- (Based on performance)

Total Annual Salary INR 5,39,000/- (Including variable)

Note: If candidate relocated to other location, then eligible to get relocation bonus, accommodation benefits, home trip allowance, spoken language support fee, home appliances movement support fee approximately INR 1,15,000/-

While this offer of appointment is being made for Sales Application Engineer the management reserves the right to utilize your services in any of our group companies, located elsewhere in India or abroad, either in existence or which may come into existence. Your initial place of posting will be at **Chennai, Bangalore / Pune / Gurgaon**. However, we will intimate your date joining, reporting address and training schedule One Month before from the date of joining by e-mail. The proposed joining date is 08th July 2019.

This appointment offer is subject to:

1. Successful completion of your Graduation
2. The information provided by you in your Bio-data and interviews being correct and valid.
3. Subject to submission of below documents

4. This offer letter accepted and not joined as per our above requested date, the candidate must undertake to pay penalty of one month salary to Keyence India Private Limited.

5. This offer is valid from the date of your joining which should not be later than our requested date of joining. Your formal appointment letter will be issued at the time of your joining.

In the meantime, we request your confirmation of acceptance of this offer by returning us a signed copy of this letter (or) you can send signed scanned copy of confirmation letter to Mr.Dinesh(dinesh.p@keyence.co.in) by e-mail, within one week from your date of interview. If there is no acceptance received within in one week this offer letter is invalid

Please bring the following documents at the time of your joining:

1. Original and Photocopies of all your certificates
2. Copy of Residential address proof
3. Copy of PAN Card
4. Copy of Aadhaar Card
5. Copy of Driving Licence (if available)

We look forward to your joining our organisation at the earliest.

Yours faithfully

For **KEYENCE INDIA PRIVATE LIMITED**

谷口英樹

Director



ACCEPTANCE DECLARATION:

I have read and understood the above terms and conditions of my offer letter and accept the same and agree to abide by them.

M.D.A/ht

Signature of the Employee:

Name : MOHAMMED APTAAB

Date : 24/10/2018

14 December 2018

Monish CS
125, Sri veerabhadraswamy temple street
Kote
Karnataka - 577101

Dear Monish,

On behalf of **KPMG Global Delivery Center Private Limited** (the '**Company**'), I am pleased to offer you the position of **Associate in Audit** with the Company. You will be part of the **KGDCPL NON SEZ BANGALORE UNIT.US** team.

You shall report initially to **30922 Gupta, Vivek Kumar** and, or, any other person as decided by the Company from time to time. You shall be based in **Bangalore** and can be transferred to any other offices of the Company at any other place or city within India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **1 July 2019**, this employment agreement ('**Agreement**') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs. 187500/- (Rupees One Lakh Eighty Seven Thousand Five Hundred Only)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

2. Allowances

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs. 187500/- (Rupees One Lakh Eighty Seven Thousand Five Hundred Only)** towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Company and Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

2. Gratuity

You shall be entitled to payment of gratuity as per the Company Policy and subject to the applicable law.

3. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company, if any.

4. Leave

You shall be entitled to twenty two days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.

5. Maternity Benefits [For Women employees only]

You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to the aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.

C. Miscellaneous

1. Working Hours

You will be required to work eight (8) hours a day excluding thirty (30) minutes break for lunch. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

2. Taxation

Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

3. Confidential Information

3.1 For the purposes of this Agreement, 'Confidential Information' in relation to the Company means: -

- (i) trade secrets,
- (ii) lists or details of its suppliers, their services, or customers and the services and their terms of business,
- (iii) prices charged to and terms of business with clients,
- (iv) marketing plans and revenue forecasts,
- (v) any proposals relating to the future of Company or any of its business or any part thereof,
- (vi) details of its employees and officers and of the remuneration and other benefits paid to them,
- (vii) information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain, and
- (viii) any other information which is notified to you as confidential.

3.2 You shall not, either during your employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.

4. Employment Conditions

During the course of your employment, you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your manager.

5. Travel

You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

6. Independence and Risk Policies

We draw your attention to our independence and risk policies that apply to personnel in all functions. The joining pack and welcome mail from your Human Resources Manager will provide you with all the information you need as a new joiner to be independent in your personal financial relationships. Additional restrictions apply to partners and directors as per local regulations. You are requested to familiarize yourself with the Company's independence and other risk policies on joining and complete the related procedures within the timelines set out for each. In the event you do not comply with our independence and risk policies and procedures, you may be subject to disciplinary action including financial penalties including termination of your employment under Paragraph D.2 below.

7. Prevention of Insider Trading

You shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.

8. Staff Manual

You are requested to familiarize yourself with the Company's staff manual on joining and abide by the same. Any non-compliance or breach will be subject to disciplinary action pursuant to Paragraph D.2 below.

9. Intellectual Property

9.1 You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business related information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

9.2 You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

D. Termination

1. Without Cause

1.1 During the Probation Period, the Company may terminate this Agreement without assigning any reasons upon thirty (30) days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, during the Probation Period you may also terminate this Agreement without assigning any reasons upon thirty (30) days prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to the thirty (30) days written notice or salary in lieu thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.2 Upon your confirmation, either Party shall be free to terminate this Agreement at will and, at any time, with or without cause, upon sixty (60) days prior written notice by the Party desirous of terminating this Agreement or payment of equivalent salary in lieu thereof or a combination thereof, at the discretion of the Company. In the event you exercise the option of terminating this Agreement within twelve (12) months from the date of joining, in addition to the sixty (60) days written notice or salary in lieu thereof or a combination thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.3 In case of termination of employment under Paragraph D.1.1 and D.1.2 above, you may be required to go on a paid leave until the end of your notice period at the Company's discretion, which may be adjusted against your leave entitlement, if any, that has accrued and not been taken.

1.4 With the exception as laid out in Paragraph D.1.3 above, you shall not be entitled to any leave while serving your notice period under this Agreement.

2. Breach or Misconduct

2.1 Notwithstanding anything herein, the Company shall be entitled to terminate this Agreement, without notice and with immediate effect, in the event you are:

- (i) found to have engaged in any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business; or
- (ii) found to have engaged in any other act or omission, inconsistent with your duties; or
- (iii) found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company;
- (iv) convicted of any criminal offence; or,
- (v) found to have engaged in unauthorized absence beyond a period of seven (7) days.

2.2 Provisional Offer

This offer is conditional and is subject to receipt of satisfactory report on background checks on your academic and professional qualification, experience and other matters.

The present employment is offered to you on the basis of information/ particulars provided by you and in the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed, that shall constitute breach of trust and your services are liable to be terminated.

3. Leave

If upon termination you have taken more leaves than your entitlement, you will be required to reimburse the Company in respect of the excess days taken and the Company is authorized to make deductions in respect of the same from your final salary payment. In the event such deductions exceed the final salary payment to you, you shall pay such outstanding amount to the Company.

4. Return of Property

4.1 For the purposes of this Paragraph D.4, Property means keys, mobile phone (including BlackBerry), computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.

4.2 You shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this Paragraph D, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

E. Governing Law

This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before **16 December 2018**, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Yours sincerely,
for **KPMG Global Delivery Center Private Limited**

Partho Bhandopadhyay
Managing Director

I am pleased to accept the offer contained above.

Monish CS

Annexure

Monish CS
Associate
Bangalore

Compensation Category	Monthly (in INR)	Annual (in INR)
Basic Salary (a)	15625	187500
Flexible Compensation (b)	13750	165000
Employer Contribution to Provident Fund^ (c)	1875	22500
Total Cost to Company (a+b+c)	31250	375000

- ^Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund
- The above is an indicative break-up of the components
- Gratuity will be governed by the Payment of Gratuity Act
- You will be eligible for performance bonus as per the Company Policy if your joining date is on or before June 30 for the current calendar year
- You will be eligible for increment as per the Company Policy only if your joining date is on or before March 31 for the current calendar year
- Performance Bonus will be payable only subject to your being on the payroll of the Firm and not serving notice at the time of disbursement.
- Taxation will be governed by the Income Tax rules. The Firm will be deducting tax at source as per income tax guidelines.
- Insurance benefit would be as per the company policies
- Flexible compensation needs be allocated every year basis the components published by the firm
- Any statutory deduction shall be made as per applicable laws

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17-October-2019

Namith Naveen Chandra

namithjohn007@gmail.com

No 91/1, Amhed Basha Building, 20th B main

Venkateshwara layout, Madiwala

Bangalore - 560068

Dear Namith,

We are delighted to offer you employment with Northern Operating Services Private Limited as **Analyst** in our **Securities Lending** Department within the **Global Services**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, 1st Floor, RMZ Ecospace Campus 1C, Bellandur Village, Varthur Hobli, Bangalore - 560103 (“Northern”) and Namith Naveen Chandra of No 91/1, Amhed Basha Building, 20th B main, Venkateshwara layout, Madiwala, Bangalore - 560068.

Any reference to “this agreement” throughout is reference to the terms and conditions of your employment as set out in this Statement.

1. Conditions

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
- (d) should Northern request it, a medical assessment and report satisfactory to Northern;
- (e) the completion of background screening checks, including criminal records checks, (both prior to the commencement of your employment and on a recurring basis during employment) and receipt of written references to the satisfaction of Northern;
- (f) you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;





- (g) your agreement to and achieving and maintaining a suitable standard for compliance purposes (see below), including agreeing to comply with all applicable policies, procedures and guidance, and completion of mandatory training in appropriate timescales. Your role is subject to the achievement and maintenance of an appropriate level of competence, as required by your current role at any point in time;
- (h) you being free to take up and carry out the role offered to you and you not being in breach of or breaching any express or implied terms of any contract, court order or of any other obligation legally binding upon you by virtue of accepting this Employment Agreement;
- (i) you having declared any action taken against you by a regulatory or professional body;
- (j) you having lawful authority to work in India and producing satisfactory evidence to this effect. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commence);
- (k) you not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; and
- (l) you providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers.

During your employment, Northern may conduct periodic background checks (including criminal records checks). It is a condition of your employment that you consent to provide the personal information required to conduct such checks when requested to do so. By accepting this Employment Agreement, you understand and agree that failure or refusal to consent and/or provide the required personal information will constitute a serious breach of this Employment Agreement which will be cause for initiating disciplinary action, including but not limited to termination of employment.

All of the above must be to the satisfaction of Northern. This appointment is on the basis of the information/particulars provided by you with regard to your educational/professional qualifications, experience and criminal records. In the event it is discovered, at any stage, that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld / suppressed by you, it shall constitute breach of discipline and your services will be liable to be terminated. In addition, if the conditions stated above are not fulfilled to the satisfaction of Northern, then your appointment will be deemed void and your services with Northern terminated.



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This appointment is on the confirmation from you that you can perform the duties of the position for which you are being hired without violating any obligations that you might have to any other person or company.

2. Commencement Date

You, Namith Naveen Chandra, are employed by Northern as Analyst in our Securities Lending Department with effect from **04-November-2019**. You are requested to bring with you, when you first report for work, either a valid passport and employment visa (where relevant) or other valid evidence of the right to work in India. If this is problematic, please contact the Human Resources Department to discuss.

On your first day of employment with Northern you should report to Reception at **8.30 a.m.** at:

Bangalore

Northern Operating Services Pvt Limited
RMZ Ecospace,Campus 1C, 2nd Floor
Sarjapur Outer Ring Road
Bellandur Village, Varthur Hobli,
Bangalore, 560-037

Landmarks which will help guide you to this location are:

- Next to the Intel Campus on Outer Ring Road between Marthahalli and Sarjapur Road.
- The Accenture building which is in the Ecospace Business Park is visible from the main road.

3. Probation

The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern will be considered to have been successfully completed after six months or you will be advised in writing, if Northern decides to extend your probationary period. During your probationary period, either the company or you may terminate this agreement by giving in writing to the other party, seven days' notice, and the same notice requirement would apply to you should you resign during the probationary period. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of **60** days prior to termination of your employment. In either case, Northern reserves the right to pay you in lieu of notice.



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4. Job Title

You are employed as **Analyst** in our **Securities Lending** Department. You have been informed about your reporting line Manager by the hiring panel. Northern reserves the right to amend your reporting line to any person so appointed to act with such authority.

You shall faithfully and diligently perform the duties and exercise the powers which from time to time may be assigned to you by Northern together with such person or persons as Northern may appoint to act jointly with you. You shall serve Northern in this capacity to the best of your ability or in such other capacity as Northern may from time to time determine.

You and Northern agree that the nature of Northern's business demands flexibility and that reallocation of duties, power and other responsibilities from time to time is a natural part of – and a precondition for – the employment relationship between you and Northern. This may involve a change in your job title and reporting relationship.

You shall perform such duties, discharge such responsibilities and exercise such powers, authorities and discretions in relation to Northern as from time to time may be delegated to you on such terms and conditions and subject to such restrictions as may from time to time apply. Northern may at any time require you to cease performing or exercising any particular power, authority or discretion delegated to you.

You shall at all times keep Northern promptly and fully informed (in writing if requested) of the business of Northern and of any information which may adversely affect Northern or its business.

5. Duties and Responsibilities

Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. You may be required to undertake other duties from time to time as Northern may reasonably require.

You shall devote the whole of your time unless prevented by ill-health or accident or otherwise directed by Northern (including during any period of suspension or exclusion as detailed under sections 17 and 19) to your duties under this Employment Agreement. You must serve Northern honestly and faithfully. You may not, without the prior written consent of your manager, be employed or otherwise engaged in any other business, trade or profession either directly or indirectly in any capacity whatsoever. You must also not engage in other business activity, whether paid or unpaid which may conflict with your duties as an employee of Northern.



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6. Associated Company

You acknowledge and agree that Northern may at times require you to work for any Associated Company and to carry out its duties or responsibilities for any Associated Company which include its subsidiaries, affiliates or its customers, subcontractors or any other individuals or companies having any kind of association or relationship with Northern.

For the purposes of this Employment Agreement, an "Associated Company" is any company which for the time being is:

- (a) a holding company of Northern; or
- (b) a subsidiary of any such holding company or Northern; or
- (c) a company over which Northern or any holding company has control.

By working for any Associated Company, and/or by carrying out duties or responsibilities as mentioned in the above paragraph, you do not become an employee, or agent, or contractor of such Associated Company, including its subsidiaries, affiliates, customers, subcontractors or any other individuals or companies having any kind of association or relationship with Northern. For all purposes, you shall remain an employee of Northern and shall share an employer-employee relationship with Northern.

Northern further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of Northern or as part of any restructuring or amalgamation or such other plan implemented by Northern or by which Northern is bound, on such terms and conditions as applicable to such a plan.

7. Location

You shall work at Northern's offices based at **Bangalore** or such other place of business of Northern or any Associated Company as may be directed by management from time to time.

You may be required to work at any other location, as may be directed by Northern from time to time. In normal circumstances you will not be required to work outside of India, however, business requirements may necessitate short term visits outside of India.

8. Compliance with Applicable Law

You agree to comply with all applicable laws, regulations, governmental orders of India and rules governing the business or businesses in which Northern operates including, but not limited to, other jurisdictions where relevant laws may apply from time to time that relate to your employment by Northern.



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9. Salary

Your Annual Fixed Pay will be ₹ 265,198, inclusive of all hours worked. A detailed breakdown of your Annual Fixed Pay is set out in **Annexure 1**.

Salary will be payable on a monthly basis, in arrears in 12 equal instalments. This will be credited to your account on or before the last working day of each month, subject to statutory deductions.

Your base salary will be reviewed by Northern in or about April each calendar year, or at any other time determined by Northern from time to time. Annual salary adjustments will normally be effective on 1 April each year, subject to the rules in this regard and at Northern's absolute discretion. In undertaking this review Northern may have regard to any matter in its absolute discretion. This review will not necessarily lead to an increase in your base salary. There will be no review of salary after notice has been given by either party to terminate your employment.

You consent to the deduction of any sums you owe to Northern at any time from your salary or from any payment due from Northern to you. You also agree to make any payment to Northern of any sums owed by you to Northern upon demand by Northern at any time.

10. Benefits

The benefits set out below are discretionary and may be varied or removed by Northern at any time without notice.

- (a) Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- (b) Northern offers Private Health Insurance for all employees and their dependents (as defined by the insurers) from the first day of employment;
- (c) Personal Accident Insurance is provided for all Northern employees; and
- (d) Group Term Life Insurance is provided for all Northern employees.

The above-mentioned insurance benefits are subject to: (i) acceptance by the insurers; (ii) the terms and conditions of the insurance policy (which may change from time to time); (iii) the premium being at a rate which Northern considers reasonable; and (iv) the agreements with the insurers. Benefits may be restricted both on an individual and/or aggregate basis. If an insurance provider refuses for any reason to provide insurance for you, Northern shall not be liable to provide you with any benefit of the same or similar kind or to pay any compensation in lieu of such benefit. Please refer to the NOS Partner Handbook for further information.



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11. Retirals

You will be eligible to participate in the Provident Fund and Gratuity Scheme, subject to the terms and conditions of the Fund and Scheme from time to time in force as prescribed under law. You will be provided with the details and terms and conditions at the time of your joining. Subject to applicable law, Northern reserves the right to terminate or substitute another fund and scheme.

12. Hours

Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Your initial login time will be **14:30 IST**. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered.

Work patterns vary and you may be required to work outside of these normal working hours should the needs of the business make it necessary. The position will, from time to time, require work on additional hours. You will be compensated for such hours worked according to Northern's overtime policy if you are an overtime eligible partner.

Where required by Northern, you must accurately record your start and finishing times, and also the hours which you work each day.

13. Leave

(a) Annual leave

Northern's holiday year runs from 1st January to 31st December. Your Annual Leave entitlement of 22 days must be taken during the appropriate holiday year.

You are entitled to payment in lieu of any accrued but unutilised annual leave and termination of employment. If you have exceeded your leave entitlement and leaving Northern, a deduction will be needed from your salary in consultation with you.

(b) Sick and casual leave

12 days of sick leave and casual leave (together) for sickness, accident or situations of emergency.



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(c) **Public / National Holidays**

Northern recognises 10 days of national and local Public holidays. Details are contained in the NOS Partner Handbook and as currently in place and amended by Northern from time to time.

Further details about holidays and leave entitlement are contained in the NOS Partner Handbook. Details of authorised leave other than leave entitlement will also be found in the NOS Partner Handbook.

14. Expenses

Northern will reimburse you for all reasonable business expenses properly incurred by you in the course of the performance of your duties. Any reimbursement is conditional upon the presentation of expense statements, receipts or other supporting documentation that Northern may reasonably require. A request for an expense reimbursement may be denied if it is not accompanied by the required documentation.

You agree that expenses drawn on Northern's credit card (which may be available for your use), which you have not accounted for in accordance with Northern's expense reporting policy within one month of the due date of the credit card company's invoice, may be set off by Northern against your net salary.

15. Travel

You may be required by Northern to travel from time to time in order to perform the duties of your position, without any additional remuneration.

16. Notice and Termination

Following the successful completion of your probationary period, the length of notice to terminate your employment which you are obliged to give to Northern, or Northern is obliged to give to you, will be **60 Days**.

Northern reserves the right to make a payment of salary in lieu of notice. For the avoidance of doubt, a payment in lieu shall not include any element in respect of insured benefits (e.g. health, life and travel) or holiday entitlement which may otherwise have accrued during the period in respect of which the payment in lieu is made.

During any period of notice of termination, whether given by Northern or you, Northern shall be under no obligation to assign any duties to you or to provide any work and shall be entitled to exclude you from its premises and prevent your contacting any member of Northern's staff, clients or suppliers, provided that this shall not affect your entitlement to receive your normal contractual payments. For the avoidance of doubt, during any such period, you may not



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undertake work of any nature on behalf of or for the benefit of any third party and you remain obliged to comply with your confidentiality obligations.

If you have resigned from employment, Northern may, at its sole discretion waive all or part of the notice, or allow you to pay in lieu of the notice period (or any remaining part of the notice period). Any resignation would have to be accepted by Northern to become effective. However, in case any disciplinary proceedings are either contemplated or pending against you or if there are certain business exigencies, Northern will have the right not to accept your resignation. Once accepted, the resignation cannot be withdrawn without express consent of Northern.

Subject to earlier termination of this engagement, you shall retire on the last day of the month in which you complete the age of 60 years as per the organization's record.

Nothing in this Employment Agreement shall prevent the giving of a lesser period of notice by either Party where it is mutually agreed.

If you are prevented, at any time, by ill-health or accident or any physical or mental disability from performing your duties hereunder, you shall inform Northern and supply it with such details as may be required, and if you are unable by reason of ill-health or accident or disability, for a period of 9 months or more to perform your duties hereunder, Northern may forthwith terminate your employment.

You agree and accept that any statutory or other "last in first out" rule or any modifications thereof shall not apply in the event of the termination of your employment for any reason whatsoever.

Northern shall be entitled to dismiss you at any time without notice or payment in lieu of notice if you commit an act of misconduct or are otherwise in serious breach of this Employment Agreement or your obligations as an employee or if you fail to maintain a valid right to work and reside in India. An indicative list of acts which constitute misconduct is set out below (and also in the NOS Partner Handbook):

- (a) fraud, bribery, or conviction of a felony or unlawful offense involving dishonesty or breach of trust;
- (b) dishonesty, embezzlement, larceny or misappropriation of Northern or client funds or property;
- (c) possession, use, copying or reading of corporate records without appropriate authorization, or disclosure of confidential information concerning financial, business or work information concerning Northern or any Associated Company or if it's one of their clients;
- (d) refusal to cooperate in any investigation deemed necessary by Northern;



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- (e) falsification, alteration, forgery or destruction of any records, history, data, instrument, attendance information or any other corporate records;;
- (f) removal of, damage to, or misuse of Northern's or any person's property;
- (g) improper or unauthorized use of funds property or services;
- (h) workplace violence or the commission of, or threat to commit injury or damage against any person or his/her property; and
- (i) illegal or unauthorized possession, selling, delivery or use of intoxicants, narcotics or controlled substances any time during employment or while on premises or on corporate business.
- (j) Breach of any clauses of the Company's regulations/policies.

These are not intended to be exhaustive, and may be supplemented by area work rules in particular units. Northern also reserves the right to issue discipline up to and including dismissal for any other action which in its sole discretion it deems unacceptable. Disregard of Northern's performance or conduct standards may result in disciplinary action up to and including termination.

17. Obligations on Termination

On leaving employment you must return all property, documents and correspondence belonging to or relating to Northern, any Associated Company or its or their customers, subcontractors or any other individuals or companies having any kind of association or relationship with Northern.

Upon the termination of your employment, for whatever reason, you shall resign from all offices (if any) held by you in Northern and/or any Associated Company and in the event of failure to do so, Northern is hereby authorised to appoint a person in your name and on your behalf to execute all documents and to do all things requisite to that effect.

18. Suspension

If Northern suspects that you have been involved in any improper conduct or involved in any misconduct or other conduct which in the reasonable opinion of Northern may impact upon your ability to carry out your duties and responsibilities under this Employment Agreement or may cause damage to Northern's business or reputation, Northern may do the following for the purposes of conducting an investigation:

- (a) suspend you from performing the duties and responsibilities of your position for a period determined by Northern;



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- (b) direct you not to attend the workplace, communicate with fellow employees, customers, suppliers or clients of Northern or any other persons involved in the conduct which is being investigated, or otherwise interfere with the conduct of the investigation; and
- (c) appoint any person to conduct the investigation and direct you to provide any assistance and answer any questions required for the investigation.

During the period of suspension you will continue to receive the remuneration under this Employment Agreement.

Any suspension under this clause will not be treated as disciplinary action by Northern, but will be instituted solely for the purpose of conducting an investigation.

19. Disciplinary procedures

You are subject to the disciplinary rules and procedures set out in the NOS Partner Handbook. In cases of misconduct you may be dismissed without notice or pay in lieu of notice.

20. Grievance procedure

If you have a grievance or are dissatisfied with anything affecting your employment you have the right to raise the matter in accordance with the procedure set out in the NOS Partner Handbook.

21. Collective agreements

As per the date of this Employment Agreement, no collective agreements directly affect your terms and conditions of employment.

22. NOS Partner Handbook

The provisions of NOS Partner Handbook apply to your employment. The NOS Partner Handbook sets out additional terms of employment with which you are obliged to comply. These terms do not form a part of your Employment Agreement. For your information, Northern has a No Smoking Policy and smoking is not permitted anywhere on Northern's premises.

23. Compliance

Various Associated Companies for which you may be asked to work are subject to additional legal and regulatory requirements of other countries. In addition, all Northern Trust activities are subject to supervision by the Federal Reserve Bank of Chicago and where relevant, by the Reserve Bank of India. You are therefore required to conduct your business and outside



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activities in accordance with all applicable legal and regulatory requirements, as set out in relevant Corporation Policies, and other written guidance. Failure to do so may result in disciplinary action being taken by Northern. In particular, your attention is drawn to the regulatory requirements described below, which may be applicable to your activities:

(a) Personal Investment Transactions

Associated Companies' activities enable certain staff to have access to information concerning the purchase and sale of investments, which if misused, could involve a breach of the law, regulatory rules and have an adverse effect on clients. Therefore, you are required to adhere to Northern's rules concerning the authorization and notification of personal investment transactions.

(b) Anti - Money Laundering

You are required to complete Anti-Money Laundering training on a periodic basis. You will be advised of your training requirements at the commencement of your employment.

(c) Dealing Rules

You are required at all times to abide by all applicable laws, regulations or rules governing the business or businesses in which Northern operates

(d) Standards of Conduct

The Northern Trust Corporation Code of Business Conduct and Ethics (Code of Conduct) is a statement of basic principles to be followed by all employees. The Standards of Conduct Policy supplements and provides further detail to the Code of Conduct concerning business ethics and standards. You will be required to acknowledge the Standards of Conduct Policy and all policies listed therein on an annual basis.

They can be found under Partner Passport > About Northern Trust > Corporate Ethics. You should read these policies carefully and comply with the guidelines at all times.

Upon joining Northern you will be provided with a copy of all relevant Corporation Policies and will be asked to confirm your acknowledgment of all of the terms contained therein.

You do not become an employee, or agent, or contractor of any other Associated Companies just by performing services, and/or by carrying out duties or responsibilities for such companies. For all purposes, you shall remain an employee of Northern and shall share an employer-employee relationship with Northern.



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24. Confidential information

You are obliged to comply with the terms of the Non-Solicitation and Confidentiality Agreement during and after the termination of your employment with Northern. A copy of the Non-Solicitation and Confidentiality Agreement is enclosed with this Employment Agreement and forms part of the terms and conditions of your employment. In accepting the enclosed Non-Solicitation and Confidentiality Agreement, you confirm and acknowledge that you have received the document, that you have read and understood it and that you agree to abide by its contents.

You shall not disclose to Northern, or use for its benefit, any proprietary or trade secret information to which you may have had access while employed elsewhere. You shall not bring to Northern's facilities any materials or documents belonging to any other person or company, including but not limited to customer lists.

25. Inventions

Any work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans, know-how, processes, methods, trade secrets, source code, application development, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether patentable or not, and whether or not patent protection has been applied for or granted), designs or copyright work and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time, made by you during the course of your employment by Northern whether or not in the course of your duties and whether for Northern or any Associated Company ("Intellectual Property") shall be the exclusive property of Northern. All such Intellectual Property shall be regarded as having been created under a contract of service. In consideration of your employment with Northern, you hereby transfer and assign in favour of Northern, all rights, title and interest in and to all the Intellectual Property, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties, in perpetuity. You agree that such assignment shall be perpetual, worldwide and royalty free. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if Northern does not exercise the rights under the assignment within a period of one year from the date of assignment. You further acknowledge and agree that you shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957. You also agree to assist and cooperate with Northern in perfecting Northern's rights in the Intellectual Property. You undertake at the expense of Northern to execute any formal and additional assignment required by Northern to vest or confirm the vesting in it or its nominee of all rights in any such Intellectual Property.



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The obligations set out in this section shall survive the termination of your employment. You hereby acknowledge that any violation, breach or other failure on your part to comply with these obligations could materially and irreparably injure Northern and its business in a manner inadequately compensable in damages and that Northern may seek and obtain injunctive relief against the breach or threatened breach of these obligations in addition to any other legal remedies that may be available.+

26. Communication

You shall keep Northern informed of your latest postal address at all times and inform Northern in writing of any change in address. Any communication sent to you by Northern on your last known address shall be deemed to be duly served notwithstanding the fact that you have changed your address if this change was not previously advised in writing to Northern.

27. Dual Employment

You are not and will not be subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern.

28. Amendments

Subject to applicable laws, Northern reserves the right to amend its terms and conditions of employment and policies from time to time. Such amendments will be confirmed to you in writing.

29. Acceptable Use

Northern may provide you with access to certain facilities, including email and internet services, computer systems, telephone services (mobile and landline), facsimile machines and photocopying facilities. You must use these facilities in accordance with any applicable Code of Conduct or policy.

You shall have access to e-mail and the Internet, for the better performance of your duties. You agree to comply with Northern's policies regarding the use of Northern's computers, e-mail system, Internet services and other software programmes. You are aware that Northern has complete access to all material and e-mail correspondence and an overview of Internet usage that is saved in or performed via Northern's data system.

Northern reserves the right to monitor all e-mails/Internet activity by you for the purposes of managing your employment and to ensure compliance with Northern's applicable policies and procedures.



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30. Employee's Representations and Warranties

This Employment Agreement and your employment with Northern are at all times conditional upon:

- (a) your obtaining and retaining all necessary visas, work permits, licenses, registrations, or memberships to enable you to lawfully reside and work in India and fulfil the duties of your position;
- (b) your being competent to properly carry out the duties of your position and that any representations as to the qualifications, skills, experience, industry knowledge, business influence, client contacts, and employment history made by you or a person on your behalf are true and correct; and
- (c) your not being subject to any direct or indirect restrictions on your ability to fully perform the duties of your position and your not breaching any obligation to a third party by entering into this contract.

You acknowledge that in entering into this Employment Agreement, you have not relied on any representations, assurances, warranties, or understandings about its subject matter, except as provided in this Employment Agreement.

31. Miscellaneous

This Employment Agreement, the Non-Solicitation and Confidentiality Agreement and the other documents referred to herein constitute the entire agreement relating to your employment and supersedes all (if any) prior offers, subsisting agreements and undertakings (written or oral), with respect to your employment by Northern which such agreements, arrangements and understandings shall be deemed to have been terminated by mutual consent. You warrant that you have not entered into this Employment Agreement in reliance on any warranty representation or undertaking of any nature whatsoever which is not contained in or specifically incorporated in this Employment Agreement.

The expiration or determination of this Employment Agreement, howsoever arising, shall not affect such of the provisions hereof as are expressed to operate or have effect thereafter, and shall be without prejudice to any right of action already accrued to either party in respect of any breach of this Employment Agreement by the other party.

No delay, failure or omission on the part of Northern to exercise any of its powers, rights or remedies under this Employment Agreement will operate as a waiver of them nor will any single or partial exercise of any such powers, rights or remedies preclude any further exercise of them. If, at any time, any provision of this Employment Agreement is or becomes illegal, invalid or unenforceable in any respect, the legality, validity and enforceability of the remaining provisions shall not be impaired or affected.



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32. Governing Law and Jurisdiction

This Employment Agreement is governed and construed in accordance with Indian laws. The courts at Bangalore shall have the exclusive jurisdiction over all disputes or claims between you and Northern under this Employment Agreement. Any dispute, controversy or claim arising out of or in connection with the Employment Agreement shall be finally settled under the Rules of Arbitration and Conciliation Act, 1996. The seat of arbitration shall be Bangalore. The language of arbitration will be English. If any provision of this Employment Agreement is held to be invalid or unenforceable, then such provisions shall (so far as it is invalid or unenforceable) be given no effect and shall be deemed not to be included in this Employment Agreement but without invalidating any of the remaining provisions of this Employment Agreement.

33. Third Party Rights

Other than an Associated Company, any person who is not a party to this Employment Agreement has no right to enforce any term of this Employment Agreement.

34. Personal Data Protection

Please note that any personal data, which have been provided by you to Northern, its agents (including Personnel Risk Management), recruitment agencies or other third parties, in connection with your application to Northern for employment, including any sensitive personal data and any subsequent personal data supplied by you, in connection with your employment with Northern, will be held on a confidential basis. Northern will process these personal data (and may disclose them) for the purposes of offering you employment with Northern and all other purposes for which Northern deems fit.

For the purposes set out above, Northern may also transmit personal data about you overseas to other countries. Northern will take all reasonable steps to ensure that your data will be treated with an acceptable level of confidentiality.

By accepting and acknowledging this Employment Agreement, you consent to personal data (and, in particular, sensitive personal data) relating to you being held, processed or disclosed for the purposes set out above. You also consent to the transfer overseas of any such personal data by Northern as set out above.

35 Acknowledgment and Acceptance

If the terms and conditions of this Employment Agreement are acceptable to you, please confirm your acceptance by acknowledging (both electronically and in writing, where requested) and returning the enclosed copies of this Employment Agreement, the Non-Solicitation and Confidentiality Agreement and completing (and signifying your agreement to, where required) all of the documents listed on the enclosed checklist as indicated to



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Northern Trust within seven days from the date of this Employment Agreement. If we do not receive this in the form mentioned above by the mentioned date, we will assume you do not wish to accept the terms and the offer will lapse and be void. Prior to this date, the offer is valid subject to your joining on or before the date mentioned on the Employment Agreement. If your agreed start date is not detailed in your Employment Agreement at this stage, you will be required to mention this on your first day of employment.

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

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Annexure 1

Salary Annexure

Salary Component	Amount
Basic	₹ 95,600
House Rent Allowance	₹ 38,240
Flexible Cash Component	₹ 95,160
Statutory Bonus	₹ 10,000
Total Fixed Pay (TFP)	₹ 239,000
Short Term Incentive* (subject to the terms of Northern's Partners Incentive Plan)	0 – 10 %
Retirals	
Employer's contribution to PF	₹ 21,600
Gratuity	₹ 4,598
Sub Total	₹ 26,198
Annual Fixed Pay (TFP + Retirals)	₹ 265,198
Monthly Gross	₹ 19,917

Additional Benefits:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance is provided to the employee and his/her dependants (as defined by the insurers);
- Life and Accident cover is provided for the employee only.

Note:

- Flexible cash component can be further used for claiming tax exemptions on LTA subject to limits.
- Shift allowance where applicable is paid as per prevalent policy.
- In the event of your joining Northern on or before 30th September, your Total Fixed Pay will be reviewed in the Annual Review Cycle in the first quarter of the following year. The revision, if any will be pro-rated depending on your date of joining. The annual performance appraisal cycle is from January to December.
- Employee State Insurance (ESI) is a statutory contribution towards government health insurance in addition to Northern provided Insurance (for eligible employees only).
- You will be eligible to participate in the Northern Partners Incentive Plan, in accordance with the terms and conditions governing the plan. Incentive payments under this plan are fully discretionary and subject to Corporate, Business Unit and individual performance, or any other factors that Northern Trust determines



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appropriate. Such payments are made annually and apply to the full Plan Year from January to December. Incentive payments are normally paid along with the February payroll of the following year, provided you have not submitted a notice of resignation prior to January of the payment year. The Short Term Incentive shall not accrue in proportion to service or form part of your salary for the purpose of retirement benefits or any termination benefits. For the avoidance of doubt, Northern is entitled to award you no incentive in the form of Short Term Incentive. Except as required under the Payment of Bonus Act, 1965 (where applicable), any incentive payment to you shall be purely discretionary and shall not form part of your contractual remuneration under this Employment Agreement. If Northern makes an incentive payment to you one year, it shall not be obliged to make any subsequent incentive payments in any other year. To be eligible to receive any incentive payment, you must be employed by Northern and not under notice, either given or received, at the date of the incentive payment.

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NON-SOLICITATION AND CONFIDENTIALITY AGREEMENT

A. Confidential Information:

1. I agree and acknowledge: (a) that in the course of and as a consequence of my employment with the Company and because of the nature of my responsibilities I will have access to and will be entrusted with Confidential Information (as defined below) concerning the Company's business; (b) that I will occupy a position of trust and confidence with respect to such Confidential Information; (c) that the Company entrusts me with Confidential Information in reliance on a confidential relationship arising out of my employment with the Company and my execution of this Agreement; and (d) that such Confidential Information that I may acquire or to which I may have access is of great value to the Company.
2. I will not, during my employment or thereafter, remove or transfer physically, electronically or in any other way any Confidential Information (or any copy thereof) from premises or property owned, used or leased by the Company, except: (a) as is required in the course of my duties for the Company and as is necessary for me to perform my duties; or (b) if I have received advance written consent from an authorized Executive Vice President of the Company. Upon any termination of my employment, all documents and electronic files containing Confidential Information (including all copies) and all Company property will be turned over immediately to my manager or other designee at the Company, and I shall retain no copies thereof.
3. I agree that, during the course of my employment with the Company and after I cease to be employed by the Company for any reason, I will not, directly or indirectly, for my own or another's benefit, use, make known or divulge any Confidential Information, except: (a) as is required in the course of my duties for the Company and as is necessary for me to perform my duties; or (b) if I have received advance written consent from an authorized Executive Vice President of the Company.

B. Competitive Restrictions:

1. I agree that, during my employment with the Company, I will not directly or indirectly, nor will I assist anyone else to, engage in any activity that is competitive with the Company or any of its subsidiaries or affiliates.
2. I agree that, during my employment with the Company and for a period of six (6) months after I cease to be employed by the Company for any reason, I will not, directly or indirectly, except as authorized by the Company in the course of my duties for the Company: (a) provide, or directly assist in the provision of, any



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Competitive Services or Products to any Client or Prospective Client (as defined below); (b) Solicit, or directly assist in the Solicitation of, any Client or Prospective Client; or (c) solicit, encourage, advise, induce or cause any Restricted Person (as defined below) to terminate his or her employment or engagement with the Company, nor provide any assistance, encouragement, information, or suggestion to any person or entity regarding the solicitation or hiring of any Restricted Person.

3. I acknowledge that my duties for the Company are not confined to any specific geographic area. Rather, my duties pertain to particular clients, and the identities and locations of these particular clients may change from time to time. I therefore agree that the restrictions in this Agreement attach to my conduct in any country where the Company has carried out business in which I have been materially involved or concerned and with respect to Clients and Prospective Clients wherever they may be located during the six (6) month period after I cease to be employed by the Company.
4. Nothing in this Agreement shall prohibit my Solicitation of or my providing Competitive Services or Products to any Client or Prospective Client with whom I can demonstrate that I had a business relationship prior to the start of my employment with the Company, provided that no Confidential Information is used, directly or indirectly, in connection with that Solicitation or provision of Competitive Services or Products.
5. If my employment with the Company lasts for less than six (6) months, the time period of the competitive restrictions provided for in this section shall be reduced to be equal to the number of months that I was employed by the Company.
6. Nothing in this Agreement is intended to prevent me from seeking or accepting employment with any other financial services institution, bank, trust company, brokerage firm, or other competing entity after the termination of my employment with the Company, so long as such employment does not violate the restrictions of this Section B.

C. Work Product:

1. Any work product, inventions, methods, processes, software, procedures, improvements, property, data, documentation, information or materials that are prepared, conceived, discovered, reduced to practice, developed or created by me, either jointly or severally, during, in connection with, for the purpose of, related to, or as a result of any work I performed for the Company, the business of the Company, or the Company's actual or demonstrably anticipated research or development (the "Work Product") shall be owned exclusively and perpetually by the Company. I agree to disclose promptly all Work Product to the Company. I



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hereby unconditionally and irrevocably transfer and assign to the Company all right, title and interest (including all patent, copyright, trade secret and any other intellectual property rights) that I currently have (or in the future may have) by operation of law or otherwise in or to any Work Product. I acknowledge that all Work Product that may be copyrighted shall be deemed, to the extent permitted by law, “works made for hire” as defined in the U.S. Copyright Act, 17 U.S.C.A. §101 et seq. (or equivalent local legislation as applicable), I agree to waive all rights (including “moral rights”) in all Work Product, and I further agree to and hereby assign to the Company all of my right, title and interest (including copyright) in the Work Product. Nothing in this Agreement shall be construed to grant the Company any interest in materials that I prepared, conceived, discovered, reduced to practice, developed and created entirely on my own time and for which no equipment, supplies, facilities, resources, or trade secret information of the Company was used, unless those materials relate to the Company’s business (including the Company’s actual or demonstrably anticipated research or development) or result from any work that I performed for the Company.

2. To the extent that any document or other filing can be prepared or filed in order to perfect, evidence or register any transfer as referenced in paragraph C.1 above, then I will, at the cost of the Company, sign and otherwise assist with any such document or filing (and any steps related thereto) as the Company considers desirable.

D. Definitions: For purposes of this Agreement:

1. “Company” means The Northern Trust Company, its successors, and any and all subsidiaries or other affiliates (or any of their successors) as to which I perform services, or have access to Confidential Information, during my employment. For purposes of this Agreement, the term “affiliate” means any entity that owns or controls, is owned or controlled by, or that is owned or under common control with The Northern Trust Company.
2. “Competitive Service or Product” means any service or product that satisfies both of the following criteria: (a) is the same or substantially similar to or competitive with any service or product that the Company provided to its clients during my employment by the Company, and (b) is one as to which I had material involvement or access to Confidential Information at any time during the period of twelve (12) months prior to the termination of my employment with the Company.
3. “Client” means any person or entity to which the Company provided Competitive Services or Products, and with which I had contact or about which I had access to Confidential Information, during the last twenty-four (24) months of my



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employment. “Prospective Client” means any person or entity to which the Company provided, or from which the Company received, a proposal, bid, or written inquiry (general advertising or promotional materials and mass mailings excepted) for the Company to provide Competitive Services or Products and with which I had contact, or about which I had access to Confidential Information, and with whom the Company has been engaged in negotiations, during the last twelve (12) months of my employment. “Client” shall not include any person or entity that acted only as a referral source for the Company during the last twelve (12) months of my employment.

4. “Solicit” and “Solicitation” (with respect to Clients or Prospective Clients) mean directly or indirectly, and without the Company’s written authorization, to invite, encourage, request, or induce (or to assist another to invite, encourage, request or induce) any Client or Prospective Client to: (a) surrender, redeem or terminate a product, service or relationship with the Company; (b) obtain any Competitive Service or Product from me or any third party; or (c) transfer a product, service or relationship from the Company to me or any third party.
5. “Confidential Information” means all information regarding the clients of the Company, or regarding the current or planned business of the Company, which has not been made generally known to the public by authorized representatives of the Company, whether created or supplied to me by the Company or compiled by me in the course of my duties for the Company, including but not limited to: (a) client information, such as client lists (in any form) and other non-public personal, business, financial, or other information regarding the clients or prospective clients of the Company, such as the identities of clients and prospective clients (including names, addresses, phone numbers, email addresses, and social security numbers or other government-issued identification numbers), information regarding clients’ accounts, their borrowings, their financial needs, their current or proposed transactions, their investment preferences and/or history, contract terms, client files, all internal analyses of clients and/or their accounts or investments, and all other information regarding clients that the client or applicable law designates as private or confidential; (b) financial information, such as financial plans, reports, and forecasts; earnings figures; and profitability information; (c) corporate strategies, and business, marketing and/or strategic plans; (d) business procedures and methods, computer data, software, and systems designs of the Company; (e) all personnel files and information and any lists of employees, vendors, or independent contractors of the Company; and (f) all information for which the Company has a legal or contractual obligation to treat as confidential. Confidential Information does not include information which has become available to the public generally (otherwise than as a result of any breach by me of any obligation owed by me to the Company).



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Surey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



6. “Restricted Person” means any person of Officer level or above who provided services to the Company (whether as an employee, agent, independent contractor, or otherwise) within the last six (6) months of my employment with the Company, and with whom I had material business-related contact, about whom I had access to confidential personnel information, or for whom I had direct or indirect supervisory responsibility, during my employment with the Company.

E. Notice and Other Agreements:

1. If for any reason I decide to leave the Company, I agree that I will provide written notice of my intention to leave as provided in my contract of employment with the Company or (if no such notice period exists) of ten (10) business days (two (2) weeks), setting out the date I want to leave, and (as soon as I know it) the name of my next employer, with a description of what my expected position will be. I agree that the Company may contact my new employer regarding my obligations under this Agreement.
2. I recognize that the restrictions set forth in this Agreement are reasonable in scope, including as to time, geography, and the nature of the activities they prohibit, and that they are no more extensive than is necessary in order to protect the legitimate interests of the Company. I further recognize that the Company will suffer immediate and irreparable harm as the result of any breach of such restrictions and that monetary damages will not be adequate to compensate the Company for such breach. I understand that the Company may seek injunctive relief, in addition to monetary damages, to enforce those restrictions. I acknowledge that the period of the restrictions in this Agreement shall be reduced by any period of garden leave exclusion to which I may be subject under my contract of employment with the Company.
3. If any one or more of the provisions contained in this Agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, it shall be limited, modified and construed in accordance with applicable law as it then shall appear, and if such modification does not or cannot occur, then the provision in question shall be severed, this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein, and the remainder of this Agreement shall be enforceable and binding upon the parties.
4. I understand and acknowledge that if I transfer positions or locations between or among Northern Trust Corporation subsidiaries or affiliates, I may be required to sign another, substantially similar Non-Solicitation and Confidentiality Agreement. I agree that the Company may assign this Agreement, and I hereby consent to such assignment and to the enforcement of this Agreement by the Company's successors and assigns. This Agreement and the rights and obligations of the Company and I hereto shall bind and inure to the benefit of any successor or



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successors of the Company, but neither this Agreement nor any rights or benefits hereunder may be assigned by me.

5. This Agreement is intended to supersede the provisions of any employment agreement or other agreement that I may have previously entered into with the Company regarding the subject matters described in this Agreement, but this Agreement will not supersede the terms and conditions of any agreement pertaining to any equity award that I may previously have received.

My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.



LETTER OF INTENT

Date: 12/02/2019

Dear Nayana Hy,

Congratulations!!!

With reference to your application & the subsequent interview you had with us, we are pleased to offer you the position of **Business Development Executive** in our organization. You would be required to join us on **18/02/2019** failing which this offer will automatically stand cancelled, unless a new date is agreed to by us in writing.

Your total Cost to the Company will be Rs.5, 03, 400 /- (inclusive of fixed + performance linked incentive).

Components	Fig in INR/Month
Basic	8,400
HRA	3,600
AA	1400
TA	800
MA	1,250
SA	4,550
Total Fixed Cash	20,000
ESI/Insurance	950
PLI	21,000
Total	41,950
Total CTC	503,400

You will be on training for a period of 5 days; there after clearing the evaluation process, you will enter the probation for a period of 3 months. **A detailed Employment confirmation letter will be given to you subject to the clearance of the probation completion period criteria.**

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that together we can build a world leader. We assure you of our support for your professional development and growth.

For DreamGains Financials India Private Limited



Rajen Patwari

HR Manager

Ref: HR/FEB/19/A3/56924787/50991542/1000761007

Date: 21 February, 2019

Neha Chanchal
Raheja Park Apartments 11/2, Magadi road
Agrahara Dasarahalli, Rajaji nagar
Bangalore 560079
Karnataka, India

Dear **Ms. Neha**

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **SIS In-Charge in Senior Executive - A3 grade** in our business on the following terms and conditions.

1. PLACE OF POSTING:

Your initial posting will be at **Bangalore, Karnataka.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 26 February, 2019 and successful clearance of the Pre-Employment Medical Examination.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,50,000/- (Rupees Three Lac(s) Fifty Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 3,24,818/- (Rupees Three Lac(s) Twenty Four Thousand Eight Hundred Eighteen Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 25,184/- (Rupees Twenty Five Thousand One Hundred Eighty Four Only) per annum.

This includes Provident Fund and Gratuity (company's contribution @ 12% of Basic Pay and 4.81% of Basic Pay, respectively).

Note: Aggregate of Fixed Pay and Retirals is Committed CTC (refer Annexure 1A).

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be

subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited



Sundeep Rau

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

SIGNATURE: _____

DATE: _____

Annexure 1A			
Name: Neha Chanchal			
EARNINGS			
CTC Components		Proposed CTC (Rs.)	
		Monthly	Annual
<u>A. Fixed Pay</u>			
1	Basic Pay	12,485	1,49,818
<u>Choice Pay</u>			
2	Conveyance	1,600	19,200
3	Fuel & Maintenance	Refer Annexure	Refer Annexure
4	Leave Travel Allowance	Refer Annexure	Refer Annexure
5	Medical Reimbursement	Refer Annexure	Refer Annexure
6	Bonus*	1,749	20,986
7	Residual Choice Pay	3,287	39,446
<u>Housing</u>			
8	House Rent Allowance	6,242	74,909
<u>Insurance</u>			
9	GPA Insurance Premium	10	125
10	Group Term Life Insurance Premium	23	275
11	Medical Insurance Premium	1,672	20,060
Total Fixed Pay [A]		27,068	3,24,818
<u>B. Retirals</u>			
1	PF - Employer Contribution	1,498	17,978
2	Gratuity (4.81% of Basic)	601	7,206
Total Retirals [B]		2,099	25,184
Total CTC (A + B)		29,167	3,50,000

Note: The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

(*) In case of employees that are entitled to Bonus under the Payment of Bonus Act 1965.

Annexure - 2**TERMS AND CONDITIONS OF EMPLOYMENT****1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:**

Your appointment is subject to:

- a. Medical Fitness: You being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- b. Verification of Particulars: In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. PROBATION:

You will be initially on probation for a period of Six Months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 days' notice in writing by either side or payment of 30 days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment can end through three months' notice or payment of Basic salary in lieu thereof by either side. You shall attend duties till you are relieved from services in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

3. TRANSFER

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary of the company. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

4. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that:

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder.
- b. You are under no physical or mental disability that would hinder the performance of your duties contained herein.
- c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions.
- d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith
- e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties, and covenants.

- f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.
- g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

5. DUTIES AND RESPONSIBILITIES:

- a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company.

You are required to engage yourself exclusively in the work assigned by the company and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

- b. **Non Solicitation:** You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

- c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.
- e. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the company, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule

notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

- f. **Non-disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.
- g. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

- h. **Proprietary Rights:** You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

- i. **Safe-keeping of Company's property:** You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

- j. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.
- k. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

- l. **Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or non-public communication with any customer or member of the investment community or media or in any communication.
- m. **Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.
- n. **Model Release:** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.
- o. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.
- p. It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

6. TERMINATION OF EMPLOYMENT:

- a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue

to be AT-WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.

- b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.
- c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.
- d. **Absenteeism:** If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - i. Return to work within 8 days from the commencement of such absence, and
 - ii. Give an explanation to the satisfaction of the Management regarding such absence
- e. **Medical Fitness:** The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.
- f. **Notice Period:** Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.
- g. **Termination for Misconduct:** Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency.
- h. **Suspension:** You may be placed under suspension, without salary, pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.
- i. **Harassment:** The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.
- j. **Non-compete:** In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or otherwise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business of Reliance or any of its Group Companies.
- k. **Recovery of Payments:** Payments / reimbursements made towards recovery of notice period by your previous employer and relocation expenses by us will be recovered in full in the event of your separation from the company before completion of one year of joining.

7. AUTHORIZATION FOR ANTECEDENT VERIFICATION :

You have hereby given no objection in the Company (Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhaar number, other Government issues ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that Reliance Retail has appointed time being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

8. GENERAL:

- a. **Training:** You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.
- b. **Rules Regulations and Policy on Ethics:** You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company publishes from time to time. These include a requirement that you 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.
- c. **Media Interaction:** You will not interact with the media - electronic, print or otherwise in
 - i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.
 - ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.
 - iii. You shall also not disclose non-public information selectively to any particular group as it may lead to unfair advantage / discrimination.
 - iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's

business, policies and processes, you should take the approval of the Management prior to its release.

- v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.
- d. **Dispute Jurisdiction:** It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.
- e. **Entire Agreement:** This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.
- f. **Age:** Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- g. **Change of address:** You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- h. **Passport:** It is desirable that you have a valid passport at all times and ensure that the same is renewed from time to time.
- i. **Travel:** You shall make your own transport arrangements to and fro from the place of work.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name:

Signature:

Date:

IndusInd Bank

3824aa15990c4fe7
24-May-19

Padma P S
D/o: Somashekar R, #169,

near Maramma Temple, RR Nagar
Pincode: 560098

Contact No: 9900172975

Sub: Letter of 'Management Traineeship'

Dear Padma P S,

With reference to your application and subsequent discussions and interviews, we are pleased to offer you an employment with the Bank in the **Junior Management** as a **Management Trainee** for a period of one year, subject to following terms and conditions.

1. As discussed during the interviews and as explained to you and as understood by you during the said discussions and negotiations between you and our representative, the Bank has accepted your application and hereby extend you an offer as a **'Management Trainee'** in the Bank for a period of one year, beginning from the date of your resumption as **'Management Trainee'**. As such your employment will begin with the Bank as a **'Management Trainee' for the Consumer Banking Division**.
2. Your employment as a Management Trainee as stated above, shall begin with effect from the date you report for duty, which shall not be later than **15-Aug-19**. This letter of **'Management Traineeship'** is valid up to **15-Aug-19**. You are therefore requested to report to Bank on or before the said date at the initial place of posting as mentioned below.
3. You will be imparted rigorous and extensive training on and off the job for the first three months as a **'Management Trainee'** in the Consumer Banking Division, covering the following areas, besides others:
 - a. Product orientation.
 - b. General Banking & Direct Banking Operations processes.
 - c. Bank's IT systems & applications.
 - d. Behavioural skills & selling skills workshops.

1



Basavanagudi Office: IndusInd Bank Limited, No. 87, Bull Temple Road, Basavanagudi, Bangalore 560 004, India. Tel: (080) 30082653

Registered Office: 2401 Gen. Thimmayya Road, Pune 411 001, India
Tel.: (020) 2634 3201 Fax: (020) 2634 3241 Visit us at www.indusind.com
CIN: L65191PN1994PLC076333

14 December 2018

Pruthvi H H
#76/1 Haralur Main Road Indo Paints And Chemicals
Compound Haralur Bangalore South
Karnataka - 560102

Dear Pruthvi,

On behalf of **KPMG Global Delivery Center Private Limited** (the '**Company**'), I am pleased to offer you the position of **Associate in Audit** with the Company. You will be part of the **KGDCPL NON SEZ BANGALORE UNIT.US** team.

You shall report initially to **30922 Gupta, Vivek Kumar** and, or, any other person as decided by the Company from time to time. You shall be based in **Bangalore** and can be transferred to any other offices of the Company at any other place or city within India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **1 July 2019**, this employment agreement ('**Agreement**') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs. 187500/- (Rupees One Lakh Eighty Seven Thousand Five Hundred Only)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

2. Allowances

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs. 187500/- (Rupees One Lakh Eighty Seven Thousand Five Hundred Only)** towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Company and Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

2. Gratuity

You shall be entitled to payment of gratuity as per the Company Policy and subject to the applicable law.

3. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company, if any.

4. Leave

You shall be entitled to twenty two days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.

5. Maternity Benefits [For Women employees only]

You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to the aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.

C. Miscellaneous

1. Working Hours

You will be required to work eight (8) hours a day excluding thirty (30) minutes break for lunch. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

2. Taxation

Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

3. Confidential Information

3.1 For the purposes of this Agreement, 'Confidential Information' in relation to the Company means: -

- (i) trade secrets,
- (ii) lists or details of its suppliers, their services, or customers and the services and their terms of business,
- (iii) prices charged to and terms of business with clients,
- (iv) marketing plans and revenue forecasts,
- (v) any proposals relating to the future of Company or any of its business or any part thereof,
- (vi) details of its employees and officers and of the remuneration and other benefits paid to them,
- (vii) information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain, and
- (viii) any other information which is notified to you as confidential.

3.2 You shall not, either during your employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.

4. Employment Conditions

During the course of your employment, you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your manager.

5. Travel

You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

6. Independence and Risk Policies

We draw your attention to our independence and risk policies that apply to personnel in all functions. The joining pack and welcome mail from your Human Resources Manager will provide you with all the information you need as a new joiner to be independent in your personal financial relationships. Additional restrictions apply to partners and directors as per local regulations. You are requested to familiarize yourself with the Company's independence and other risk policies on joining and complete the related procedures within the timelines set out for each. In the event you do not comply with our independence and risk policies and procedures, you may be subject to disciplinary action including financial penalties including termination of your employment under Paragraph D.2 below.

7. Prevention of Insider Trading

You shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.

8. Staff Manual

You are requested to familiarize yourself with the Company's staff manual on joining and abide by the same. Any non-compliance or breach will be subject to disciplinary action pursuant to Paragraph D.2 below.

9. Intellectual Property

9.1 You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business related information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

9.2 You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

D. Termination

1. Without Cause

1.1 During the Probation Period, the Company may terminate this Agreement without assigning any reasons upon thirty (30) days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, during the Probation Period you may also terminate this Agreement without assigning any reasons upon thirty (30) prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to the thirty (30) days written notice or salary in lieu thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.2 Upon your confirmation, either Party shall be free to terminate this Agreement at will and, at any time, with or without cause, upon sixty (60) days prior written notice by the Party desirous of terminating this Agreement or payment of equivalent salary in lieu thereof or a combination thereof, at the discretion of the Company. In the event you exercise the option of terminating this Agreement within twelve (12) months from the date of joining, in addition to the sixty (60) days written notice or salary in lieu thereof or a combination thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.3 In case of termination of employment under Paragraph D.1.1 and D.1.2 above, you may be required to go on a paid leave until the end of your notice period at the Company's discretion, which may be adjusted against your leave entitlement, if any, that has accrued and not been taken.

1.4 With the exception as laid out in Paragraph D.1.3 above, you shall not be entitled to any leave while serving your notice period under this Agreement.

2. Breach or Misconduct

2.1 Notwithstanding anything herein, the Company shall be entitled to terminate this Agreement, without notice and with immediate effect, in the event you are:

- (i) found to have engaged in any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business; or
- (ii) found to have engaged in any other act or omission, inconsistent with your duties; or
- (iii) found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company;
- (iv) convicted of any criminal offence; or,
- (v) found to have engaged in unauthorized absence beyond a period of seven (7) days.

2.2 Provisional Offer

This offer is conditional and is subject to receipt of satisfactory report on background checks on your academic and professional qualification, experience and other matters.

The present employment is offered to you on the basis of information/ particulars provided by you and in the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed, that shall constitute breach of trust and your services are liable to be terminated.

3. Leave

If upon termination you have taken more leaves than your entitlement, you will be required to reimburse the Company in respect of the excess days taken and the Company is authorized to make deductions in respect of the same from your final salary payment. In the event such deductions exceed the final salary payment to you, you shall pay such outstanding amount to the Company.

4. Return of Property

4.1 For the purposes of this Paragraph D.4, Property means keys, mobile phone (including BlackBerry), computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.

4.2 You shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this Paragraph D, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

E. Governing Law

This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before **16 December 2018**, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Yours sincerely,
for **KPMG Global Delivery Center Private Limited**

Partho Bhandopadhyay
Managing Director

I am pleased to accept the offer contained above.

Pruthvi H H

Annexure

Pruthvi H H
Associate
Bangalore

Compensation Category	Monthly (in INR)	Annual (in INR)
Basic Salary (a)	15625	187500
Flexible Compensation (b)	13750	165000
Employer Contribution to Provident Fund^ (c)	1875	22500
Total Cost to Company (a+b+c)	31250	375000

- ^Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund
- The above is an indicative break-up of the components
- Gratuity will be governed by the Payment of Gratuity Act
- You will be eligible for performance bonus as per the Company Policy if your joining date is on or before June 30 for the current calendar year
- You will be eligible for increment as per the Company Policy only if your joining date is on or before March 31 for the current calendar year
- Performance Bonus will be payable only subject to your being on the payroll of the Firm and not serving notice at the time of disbursement.
- Taxation will be governed by the Income Tax rules. The Firm will be deducting tax at source as per income tax guidelines.
- Insurance benefit would be as per the company policies
- Flexible compensation needs be allocated every year basis the components published by the firm
- Any statutory deduction shall be made as per applicable laws

STRICTLY PRIVATE & CONFIDENTIAL

28 March, 2019

Rabi Kumar
Sonamati School Road,
Burnpur,
Burdwan.,
713325

Dear Mr. Rabi Kumar,

We would like to thank you for meeting us to discuss a career opportunity with YES BANK LTD (YBL).

Based on our discussions, we are pleased to appoint you as **Senior Officer and Corporate Client Relationship Partner : Acquisition and Product Cross Sell Management** in YES BANK at **Banerghatta Bangalore**. You will be expected to carry out duties appropriate to this appointment.

Although your normal work will consist of the duties assigned to you from time to time, you may be called upon to discharge any other duties which in the opinion of the Bank are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation

Your Gross Annual Total Cost-to-Company will be **₹ 300000.00 (Rupees Three Lakh Only)**, paid on the last day of each month. The Break-up of your compensation is attached as Annexure I & II.

Your salary will be revised annually in accordance with the Bank's policy.

The Bank operates on a performance based Bonus/Incentive pay plan for employees, the payment and level of which is as per the Bank's policy. Any such payment is contingent upon your performance on the job and in accordance with the scheme established by the Bank.

Your salary is confidential and should be discussed only with your Functional Head and Human Capital Management Department.

Regd. & Corporate Office: YES BANK Limited, YES BANK Tower, IFC 2, 15th Floor, Senapati Bapat Marg, Elphinstone (W), Mumbai 400 013, India.
Tel: +91 (22) 3366 9000 Fax: +91(22) 2421 4500
Website: www.yesbank.in Email: communications@yesbank.in CIN - L65190MH2003PLC143749

Rabi Kumar
02.04.19

Hours of Work

Actual hours may vary and will be subject to change from time to time; depending on the nature of your work and the department you work in. You may be required to work on staggered timings/ shifts, the timings for which may be altered from time to time. You should discuss details on specific working hours with your Functional Head / Leader.

Probation Period

You will be on probation for an initial period of six months from the date of your joining. The probation period can be extended at the discretion of the Bank. Your probation period will be deemed to be extended at the end of the probation period, unless you are informed in writing stating that (i) your probation period has ended; and (ii) you have been confirmed in the services of the Bank. Your confirmation will be subject to satisfactory performance, as per the policy of the Bank. That Bank may at its sole discretion issue such confirmation from retrospective effect.

Leave

You will be governed by YBL's Leave Policy announced from time to time. Please note that your employment is liable to be terminated if you absent yourself from the services of the Bank, without prior written permission or overstay sanctioned leave for a period exceeding seven days, except in cases of medical exigencies (which will need to be supported by a medical certificate).

Notice Period / Separation/Termination

It is understood and agreed that this engagement may be terminated (during probation or upon confirmation), by either party by giving to the other at anytime, notice in writing of 30 days. The termination shall take effect at the end of such notice period.

Termination(during probation or upon confirmation) with immediate effect, may be made by either party by paying to the other an amount equivalent to 30 days of Salary in Lieu of notice. In the event the termination with notice is at the instance of the Employee, the Bank at its sole discretion reserves the right to relieve the Employee on any date during the notice period by waiving the notice period in full or part without paying any amount towards the balance notice period.

Termination Without Notice

At the sole discretion of the Bank your services are liable to be terminated without any notice or salary in lieu thereof in the event of your involvement in any serious misconduct, misdemeanour or any offence which may or may not be directly connected with the business of the Bank.

Leave during notice period

You will not be entitled to avail privilege leave while serving the notice period.

Note - For the purpose of calculating Salary in lieu of notice period, "Salary" means Total cost to Company (TCC) less retiral components (PF and Gratuity).

On leaving the services of the Bank, for whatsoever reason, you will immediately handover all the documents, data or any article / property of the Bank entrusted to you to enable the Bank to settle your dues.

Mobility

In view of the nature of our business, it may become necessary to require you to work in different divisions, associate companies, concerns, sections, subsidiaries, entities, offices or locations of YES Bank. Acceptance of our offer of employment is acceptance of this obligation of flexibility on your part.

Retirement

The age of retirement in the Bank is 60 years. Your date of birth, as confirmed by you has been recorded as **03-11-1991** in the Bank's records.

Other Terms and Conditions

During your employment, you will be subject to the service rules, regulations and policy of the Bank applicable from time to time.

The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by the Bank subsequently during the course of your employment.



Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR Manual and other Policies and procedures of the Bank as presently applicable and as may be amended from time to time.

You will not, during the continuance of your employment undertake or carry on either alone or in partnership nor be directly or indirectly employed in or concerned with as principal agent, clerk, assistant, consultant, servant or otherwise in any other business, trade, or profession whatsoever. You will devote your whole time and attention to your duties with the Bank.

Post your acceptance of this offer and employment with YES BANK Ltd., you authorize the Bank to deposit the amounts due to you from the Bank into your Payroll Bank account with YES BANK Ltd. You further authorize the Bank to debit your Payroll Bank account for all amounts due to the Bank in case of the dues not being cleared by you.

You shall not during the course of your employment engage, participate, whether directly or indirectly in any business competitive to the business of the Bank.

You shall not do anything or cause to do anything, which shall bring dishonor and/or disrepute to the Bank or engage in unlawful/immoral activities.

If at any time you are involved in any legal / administrative / quasi- judicial proceeding(s) you shall immediately inform the Bank the details thereof.

You shall not at anytime use your association with the Bank to gain unfair advantage for personal purposes.

You shall follow all directions, instructions, guidelines and policies of the Bank issued from time to time in discharge of your duties.

Reservation of Rights

In the event of your leaving the service of the Bank for any reason, you shall immediately repay all outstanding amounts due from you to the Bank and return all documents and assets belonging to the Bank. Similarly you shall discharge all obligations (as applicable) in terms of vacating Company Leased accommodation, obtaining refund of house deposit (if applicable). In the event of severance of your employment with the Bank without settling amounts due from you to the Bank or fulfilling your obligations, the Bank reserves the right to take appropriate remedial action to protect its interest, including institution of legal proceedings.

Page 4 of 11

Rajeev Kumar
02.04.19



The Bank at all times reserves the rights to have a lien over the dues payable to you for recovery of cash advances/loans advanced to you by the Bank and which are outstanding against your name.

Professional Ethics & Confidentiality

You acknowledge that the business of the Bank is highly competitive and that any information concerning the Bank's business (including but not limited to strategies, methods, books, records and documents, technical information concerning its products, equipment, services and processes, customer lists, procurement procedures, pricing techniques and credit and financial data concerning Bank's customers and business affiliates) all comprise confidential business information and trade secrets, vital to the business of the Bank.

You hereby agree that you will not, at any time during or after your employment with the Bank, make any unauthorized disclosure of any confidential business information or trade secrets of the Bank, or make any use thereof, except for the benefit of and on behalf of, the Bank. For the purpose of this paragraph, the term "Bank" shall also include all affiliates of the Bank.

Any disclosure which has not been expressly authorized by the Bank shall be called 'unauthorized disclosure'. For the purpose of this paragraph; the term "Bank" shall also include all affiliates of the Bank.

Unauthorized Disclosure and use of confidential information constitutes a serious misconduct & the Bank shall be entitled to take appropriate disciplinary action against you including termination of service. Disclosure and use of Confidential information of the Bank after the termination of your relationship with the Bank shall entitle the Bank to initiate appropriate legal proceedings, including but not limited to seeking an "order of injunction". Where disclosure of Confidential information is made by you in observance of order of a competent court or may be required to made under any applicable law you shall inform the Bank either before or immediately thereafter the nature and extent of disclosures made and the circumstances under which those disclosures were required to be made by you.

During the period of your association with the Bank you will safeguard all matters, documents, manuals etc. relating to the Bank's operations and you will not be permitted to undertake any other business, work of public office, honorary or remunerative, except with the written permission of the Bank in each case.

Page 5 of 11

Bali Kumar
02.04.19

The Insider Trading Policy of YES Bank prohibits its employees from using confidential price sensitive or material non-public information in any transaction, personal or otherwise. The definition of insider dealing, its prohibitions and highlights are detailed in the Insider Trading Policy which is a part of the joining documentation.

While you are in the service of the Bank, you will also adhere to the Bank's Code of Conduct, IT Security Practice & Procedures & other guidelines/policies as prescribed by the Bank and as applicable at present and as may be modified from time to time. You are required to acknowledge that you have read & understood the same and undertake to abide by them at all times.

Intellectual Property

All Works developed by you during the course of your employment with the Bank, shall belong exclusively to the Bank and you hereby assign the ownership of copyrights of such works and those of any other derivative works, to the Bank. You will promptly provide to the Bank a complete written disclosure for each such work identifying the features or concepts you or the Bank believe to be new or different. You grant to the Bank an irrevocable, nonexclusive, worldwide, perpetual, paid-up license under these Works.

The license scope is to make, have made, use, have used, sell, license or transfer items of such Works and to practice and have practiced methods pertaining to such Works. You are specifically made aware that you will not be liable to any compensation for such acts of yours, and that any rewards which the Bank may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you. You shall promptly upon intimation by the Bank, sign and execute such document, papers, declarations including deed of assignment as may be required by the Bank from time to time.

Indemnity

You shall indemnify the Bank against any loss, damage, proceeding which the Bank might suffer due to any wrongful acts, mala fide acts, negligence and /or gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Bank to terminate your services on such count or the right of the Bank to seek other remedies which the Bank may have to make good the Loss or damage.

Joining Entitlements

In case you leave the services of the Bank on your own accord within 1 year of joining the Bank, then joining financial commitments like notice period takeover, relocation expense, bonus paid at the time of the joining etc. will be recovered in full. For the purpose of reckoning the period of 1 year, the date of resignation or last date of employment with the bank will be considered, whichever is earlier.

Conditions of Employment

Your appointment and your continuation in employment are subject to:

1. The Bank receiving satisfactory references as per the existing YES BANK Ltd. reference check policy.
2. Subject to receiving a Medical Fitness Declaration from you; this has to be submitted online while completing your joining formalities. During the course of your employment the Bank may require you to undergo medical examination if need so arises.
3. The Bank receiving the attested copies of all your age, educational and professional qualifications.
4. The Bank receiving the original relieving letter from your previous employer.
5. The Bank is proceeding on your candidature based on the documents/ declaration/ information furnished by you in the Pre Hire Reference Check Form and during the discussion/ interview which you have declared as being true and correct. The Bank reserves the right to cancel your candidature or withdraw employment offer made to you at any stage during the selection and offer process and/or terminate your employment in the event any information furnished by you is found to be false/ misleading or incorrect.

You will be subject to the rules and regulations framed by the Bank from time to time.

Validity

The offer of employment shall be valid till **30 March, 2019 6:30:00 PM IST** and you are required to communicate your acceptance of the same in writing on or before the said date by signing and returning a copy of this offer letter. You should join duties latest by **1 April, 2019**.

Page 7 of 11

Rabi Kumar
02.04.19



In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by the Bank, in writing. Upon your joining duties this letter of offer shall be deemed to be your appointment letter. **Please sign and return a copy of this communication in acknowledgement of receipt and acceptance.**

We welcome you as a member of our team and wish you a successful career with YES Bank.

Yours sincerely,

Digitally signed by SANGRAM KESHARI PRADHAN
Date: 2019.03.29 13:39:42 +05:30
Reason: YES BANK Ltd. Offer/Appointment Letter Digital Sign

Sangram Pradhan
President - Human Capital Management

Enclosures : Annexure I & II

I acknowledge that I have read and understood each and every term and condition set out in this Appointment letter & the enclosed Annexures and hereby agree, accept and undertake to abide by all the aforesaid terms and conditions.

Accepted by:

Name : Rabi Kumar

Signature : Rabi Kumar

Date : 02.04.19.

Page 8 of 11

Rabi Kumar
02.04.19

ANNEXURE - 1

Break up of Total Cost to Company(TCC)

Employee Name : Rabi Kumar
 Candidate ID: 657100-ACQ0003HQ
 Business Unit : Acquisition and Product Cross Sell Management
 Designation : Senior Officer and Corporate Client Relationship Partner
 Location : Banerghatta Bangalore
 Total Cost to Company : ₹ 300000.00
 Total Cost to Company : Rupees Three Lakh Only

Details of salary Structure	Annual (₹ P.A.)
Basic Salary	
1. Basic	90000.00
2. HRA	45000.00
3. Supplementary Allowance	85706.00
4. Conveyance	19200.00
5. Medical Allowance	15000.00
6. LTA Allowances	7500.00
7. Bonus	16800.00
Retirals	
8. Provident Fund	10800.00
9. Gratuity	4329.00
Benefits	
10. Group Life Insurance	1370.00
11. Group Mediclaim	4295.00
Total TCC	300000.00

NB : Group Life Insurance & Critical Illness scheme is compulsory and covers only the employee.

Group Mediclaim coverage is compulsory for the employees. Inclusion of direct dependents (i.e. spouse and children) is optional. The premium amount mentioned above is only for single/ unmarried employee with default coverage of Rs. 5 Lakh as per the current Group Mediclaim Policy (Please refer the Group Mediclaim Policy 2018-19 for details). The premium amount will be Rs.8614/- for married employees. Also the premium would change as per the coverage opted by the employee for self as well as the number of dependents enrolled in the scheme.

The Bonus amount shown above will be considered as Bonus Payable under the Payment of Bonus Act 1965; if applicable.

ANNEXURE - II**Compensation****Basic**

Basic salary is 30% of the TCC. It will be paid monthly through payroll and is subject to tax as per the prevailing Income Tax rules.

House Rent Allowance (HRA)

HRA is 50% of Basic. It will be paid monthly through payroll. Tax exemption may be claimed on submission of the rent receipt / lease agreement as per the prevailing Income Tax rules.

Conveyance

Conveyance of ₹ 1,600/- per month will be paid through payroll. The total annual amount of ₹ 19,200/- per annum is exempt from tax as per the prevailing Income Tax rules. Employees who have availed the Company car benefit will not be eligible for this allowance.

Supplementary Allowance

It will be paid monthly through payroll and will be subject to tax as per the prevailing Income Tax rules. (This allowance amount is arrived at after deducting all other compensation components from the TCC).

Bonus

The Bonus amount is paid monthly. This amount will be considered as Bonus Payable under the Payment of Bonus Act 1965, if applicable.

Medical Allowance

Medical Allowance is paid monthly and it is taxable.

LTA Allowance

LTA Allowance is paid monthly and it is taxable. The annual entitlement of LTA Allowance is equal to one month basic Salary.

Note:

Basic Salary and other allowances are paid on pro-rata basis for the days payable for each month. These are not payable for any days of Leave without pay.

Retirals

Provident Fund (PF)

The company's contribution towards PF would be 12% of the basic salary. Your contribution of 12% will also be deducted every month through payroll. You can increase your PF contribution to more than 12% but upto maximum of 88% voluntarily which is called as Voluntary Provident Fund (VPF). The amount will be tax exempt as per the prevailing Income Tax Rules.

Gratuity

The company contributes 4.81% of the basic salary as Gratuity. This amount is payable to you upon your resignation / retirement. The same is computed on 15 day's basic salary for each completed year of service.

Benefits

Group Life Insurance / Critical Illness

Your coverage will be 3 times your TCC. This coverage is only for the employee. In the event of your death the same will be paid to your family. The premium for the same will be adjusted from your TCC.

Group Mediclaim Insurance

Group Mediclaim coverage is compulsory for the employees. Inclusion of direct dependents (i.e. spouse and children) is optional. The premium amount mentioned above is only for single/ unmarried employee with default coverage of Rs. 5 Lakh as per the current Group Mediclaim Policy (Please refer the Group Mediclaim Policy 2018-19 for details). The premium amount will be Rs.8614/- for married employees. Also the premium would change as per the coverage opted by the employee for self as well as the number of dependents enrolled in the scheme.

*If you wish to enroll your dependents, kindly do the needful within 30 days of joining.

11 December 2018

Rahul Kunder
Kodsara house, bockapatna, Boloor
Karnataka - 575003

Dear Rahul,

On behalf of **KPMG Global Delivery Center Private Limited** (the '**Company**'), I am pleased to offer you the position of **Associate 1** in **Audit** with the Company. You will be part of the **KGDCPL NON SEZ BANGALORE UNIT.US** team.

You shall report initially to **30922 Gupta, Vivek Kumar** and, or, any other person as decided by the Company from time to time. You shall be based in **Bangalore** and can be transferred to any other offices of the Company at any other place or city within India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **1 July 2019**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs. 187500/- (Rupees One Lakhs Eighty Seven Thousand Five Hundred Only)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

2. Allowances

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs. 187500/- (Rupees One Lakhs Eighty Seven Thousand Five Hundred Only)** towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Company and Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

2. Gratuity

You shall be entitled to payment of gratuity as per the Company Policy and subject to the applicable law.

3. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company, if any.

4. Leave

You shall be entitled to twenty two days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.

5. Maternity Benefits [For Women employees only]

You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to the aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.

C. Miscellaneous

1. Working Hours

You will be required to work eight (8) hours a day excluding thirty (30) minutes break for lunch. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

2. Taxation

Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

3. Confidential Information

3.1 For the purposes of this Agreement, 'Confidential Information' in relation to the Company means: -

- (i) trade secrets,
- (ii) lists or details of its suppliers, their services, or customers and the services and their terms of business,
- (iii) prices charged to and terms of business with clients,
- (iv) marketing plans and revenue forecasts,
- (v) any proposals relating to the future of Company or any of its business or any part thereof,
- (vi) details of its employees and officers and of the remuneration and other benefits paid to them,
- (vii) information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain, and
- (viii) any other information which is notified to you as confidential.

3.2 You shall not, either during your employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.

4. Employment Conditions

During the course of your employment, you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your manager.

5. Travel

You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

6. Independence and Risk Policies

We draw your attention to our independence and risk policies that apply to personnel in all functions. The joining pack and welcome mail from your Human Resources Manager will provide you with all the information you need as a new joiner to be independent in your personal financial relationships. Additional restrictions apply to partners and directors as per local regulations. You are requested to familiarize yourself with the Company's independence and other risk policies on joining and complete the related procedures within the timelines set out for each. In the event you do not comply with our independence and risk policies and procedures, you may be subject to disciplinary action including financial penalties including termination of your employment under Paragraph D.2 below.

7. Prevention of Insider Trading

You shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.

8. Staff Manual

You are requested to familiarize yourself with the Company's staff manual on joining and abide by the same. Any non-compliance or breach will be subject to disciplinary action pursuant to Paragraph D.2 below.

9. Intellectual Property

9.1 You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business related information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

9.2 You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

D. Termination

1. Without Cause

1.1 During the Probation Period, the Company may terminate this Agreement without assigning any reasons upon thirty (30) days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, during the Probation Period you may also terminate this Agreement without assigning any reasons upon thirty (30) days prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to the thirty (30) days written notice or salary in lieu thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.2 Upon your confirmation, either Party shall be free to terminate this Agreement at will and, at any time, with or without cause, upon sixty (60) days prior written notice by the Party desirous of terminating this Agreement or payment of equivalent salary in lieu thereof or a combination thereof, at the discretion of the Company. In the event you exercise the option of terminating this Agreement within twelve (12) months from the date of joining, in addition to the sixty (60) days written notice or salary in lieu thereof or a combination thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.3 In case of termination of employment under Paragraph D.1.1 and D.1.2 above, you may be required to go on a paid leave until the end of your notice period at the Company's discretion, which may be adjusted against your leave entitlement, if any, that has accrued and not been taken.

1.4 With the exception as laid out in Paragraph D.1.3 above, you shall not be entitled to any leave while serving your notice period under this Agreement.

2. Breach or Misconduct

2.1 Notwithstanding anything herein, the Company shall be entitled to terminate this Agreement, without notice and with immediate effect, in the event you are:

- (i) found to have engaged in any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business; or
- (ii) found to have engaged in any other act or omission, inconsistent with your duties; or
- (iii) found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company;
- (iv) convicted of any criminal offence; or,
- (v) found to have engaged in unauthorized absence beyond a period of seven (7) days.

2.2 Provisional Offer

This offer is conditional and is subject to receipt of satisfactory report on background checks on your academic and professional qualification, experience and other matters.

The present employment is offered to you on the basis of information/ particulars provided by you and in the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed, that shall constitute breach of trust and your services are liable to be terminated.

3. Leave

If upon termination you have taken more leaves than your entitlement, you will be required to reimburse the Company in respect of the excess days taken and the Company is authorized to make deductions in respect of the same from your final salary payment. In the event such deductions exceed the final salary payment to you, you shall pay such outstanding amount to the Company.

4. Return of Property

4.1 For the purposes of this Paragraph D.4, Property means keys, mobile phone (including BlackBerry), computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.

4.2 You shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this Paragraph D, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

E. Governing Law

This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before **13 December 2018**, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Yours sincerely,
for **KPMG Global Delivery Center Private Limited**

Partho Bhandopadhyay
Managing Director

I am pleased to accept the offer contained above.

Rahul Kunder

Annexure

Rahul Kunder
Associate 1
Bangalore

Compensation Category	Monthly (in INR)	Annual (in INR)
Basic Salary (a)	15625	187500
Flexible Compensation (b)	13750	165000
Employer Contribution to Provident Fund^ (c)	1875	22500
Total Cost to Company (a+b+c)	31250	375000

- ^Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund
- The above is an indicative break-up of the components
- Gratuity will be governed by the Payment of Gratuity Act
- You will be eligible for performance bonus as per the Company Policy if your joining date is on or before June 30 for the current calendar year
- You will be eligible for increment as per the Company Policy only if your joining date is on or before March 31 for the current calendar year
- Performance Bonus will be payable only subject to your being on the payroll of the Firm and not serving notice at the time of disbursement.
- Taxation will be governed by the Income Tax rules. The Firm will be deducting tax at source as per income tax guidelines.
- Insurance benefit would be as per the company policies
- Flexible compensation needs be allocated every year basis the components published by the firm
- Any statutory deduction shall be made as per applicable laws

12 December 2018

Rashitha Gowda
#51, Veerabadrashwara nilaya 2nd main
Manjunath Nagar Ittamadu BSK 3rd stage
Karnataka - 560085

Dear Rashitha,

On behalf of **KPMG Global Delivery Center Private Limited** (the '**Company**'), I am pleased to offer you the position of **Associate 1** in **Audit** with the Company. You will be part of the **KGDCPL NON SEZ BANGALORE UNIT.US** team.

You shall report initially to **30922 Gupta, Vivek Kumar** and, or, any other person as decided by the Company from time to time. You shall be based in **Bangalore** and can be transferred to any other offices of the Company at any other place or city within India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **1 July 2019**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs. 187500/- (Rupees One Lakhs Eighty Seven Thousand Five Hundred Only)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

2. Allowances

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs. 187500/- (Rupees One Lakhs Eighty Seven Thousand Five Hundred Only)** towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Company and Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

2. Gratuity

You shall be entitled to payment of gratuity as per the Company Policy and subject to the applicable law.

3. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company, if any.

4. Leave

You shall be entitled to twenty two days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.

5. Maternity Benefits [For Women employees only]

You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to the aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.

C. Miscellaneous

1. Working Hours

You will be required to work eight (8) hours a day excluding thirty (30) minutes break for lunch. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

2. Taxation

Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

3. Confidential Information

3.1 For the purposes of this Agreement, 'Confidential Information' in relation to the Company means: -

- (i) trade secrets,
- (ii) lists or details of its suppliers, their services, or customers and the services and their terms of business,
- (iii) prices charged to and terms of business with clients,
- (iv) marketing plans and revenue forecasts,
- (v) any proposals relating to the future of Company or any of its business or any part thereof,
- (vi) details of its employees and officers and of the remuneration and other benefits paid to them,
- (vii) information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain, and
- (viii) any other information which is notified to you as confidential.

3.2 You shall not, either during your employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.

4. Employment Conditions

During the course of your employment, you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your manager.

5. Travel

You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

6. Independence and Risk Policies

We draw your attention to our independence and risk policies that apply to personnel in all functions. The joining pack and welcome mail from your Human Resources Manager will provide you with all the information you need as a new joiner to be independent in your personal financial relationships. Additional restrictions apply to partners and directors as per local regulations. You are requested to familiarize yourself with the Company's independence and other risk policies on joining and complete the related procedures within the timelines set out for each. In the event you do not comply with our independence and risk policies and procedures, you may be subject to disciplinary action including financial penalties including termination of your employment under Paragraph D.2 below.

7. Prevention of Insider Trading

You shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.

8. Staff Manual

You are requested to familiarize yourself with the Company's staff manual on joining and abide by the same. Any non-compliance or breach will be subject to disciplinary action pursuant to Paragraph D.2 below.

9. Intellectual Property

9.1 You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business related information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

9.2 You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

D. Termination

1. Without Cause

1.1 During the Probation Period, the Company may terminate this Agreement without assigning any reasons upon thirty (30) days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, during the Probation Period you may also terminate this Agreement without assigning any reasons upon thirty (30) prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to the thirty (30) days written notice or salary in lieu thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.2 Upon your confirmation, either Party shall be free to terminate this Agreement at will and, at any time, with or without cause, upon sixty (60) days prior written notice by the Party desirous of terminating this Agreement or payment of equivalent salary in lieu thereof or a combination thereof, at the discretion of the Company. In the event you exercise the option of terminating this Agreement within twelve (12) months from the date of joining, in addition to the sixty (60) days written notice or salary in lieu thereof or a combination thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.3 In case of termination of employment under Paragraph D.1.1 and D.1.2 above, you may be required to go on a paid leave until the end of your notice period at the Company's discretion, which may be adjusted against your leave entitlement, if any, that has accrued and not been taken.

1.4 With the exception as laid out in Paragraph D.1.3 above, you shall not be entitled to any leave while serving your notice period under this Agreement.

2. Breach or Misconduct

2.1 Notwithstanding anything herein, the Company shall be entitled to terminate this Agreement, without notice and with immediate effect, in the event you are:

- (i) found to have engaged in any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business; or
- (ii) found to have engaged in any other act or omission, inconsistent with your duties; or
- (iii) found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company;
- (iv) convicted of any criminal offence; or,
- (v) found to have engaged in unauthorized absence beyond a period of seven (7) days.

2.2 Provisional Offer

This offer is conditional and is subject to receipt of satisfactory report on background checks on your academic and professional qualification, experience and other matters.

The present employment is offered to you on the basis of information/ particulars provided by you and in the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed, that shall constitute breach of trust and your services are liable to be terminated.

3. Leave

If upon termination you have taken more leaves than your entitlement, you will be required to reimburse the Company in respect of the excess days taken and the Company is authorized to make deductions in respect of the same from your final salary payment. In the event such deductions exceed the final salary payment to you, you shall pay such outstanding amount to the Company.

4. Return of Property

4.1 For the purposes of this Paragraph D.4, Property means keys, mobile phone (including BlackBerry), computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.

4.2 You shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this Paragraph D, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

E. Governing Law

This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before **14 December 2018**, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Yours sincerely,
for **KPMG Global Delivery Center Private Limited**

Partho Bhandopadhyay
Managing Director

I am pleased to accept the offer contained above.

Rashitha Gowda

Annexure

Rashitha Gowda
Associate 1
Bangalore

Compensation Category	Monthly (in INR)	Annual (in INR)
Basic Salary (a)	15625	187500
Flexible Compensation (b)	13750	165000
Employer Contribution to Provident Fund^ (c)	1875	22500
Total Cost to Company (a+b+c)	31250	375000

- ^Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund
- The above is an indicative break-up of the components
- Gratuity will be governed by the Payment of Gratuity Act
- You will be eligible for performance bonus as per the Company Policy if your joining date is on or before June 30 for the current calendar year
- You will be eligible for increment as per the Company Policy only if your joining date is on or before March 31 for the current calendar year
- Performance Bonus will be payable only subject to your being on the payroll of the Firm and not serving notice at the time of disbursement.
- Taxation will be governed by the Income Tax rules. The Firm will be deducting tax at source as per income tax guidelines.
- Insurance benefit would be as per the company policies
- Flexible compensation needs be allocated every year basis the components published by the firm
- Any statutory deduction shall be made as per applicable laws



PRIVATE AND CONFIDENTIAL

Reference No. - 1383827993

Applicant ID - 3309343

16-May-2019

Reghawan Rajkhowa

Dear Reghawan,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : debangshu.bhattacharjee@icicibank.com

Telephone No. :

Yours sincerely,

Debangshu Bhattacharjee

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383827993

Applicant ID - 3309343

16-May-2019

Reghawan Rajkhowa

Dear Reghawan,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in PERSONAL LOAN at BENGALURU -COMMISSARIAT RD_RO.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 10-Jun-2019.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, 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 your office work to promote the interest of the Bank. 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 Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. 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.

Reference No. - 1383827993

Reghawan Rajkhowa

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank 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 Bank.

Reference No. - 1383827993

Reghawan Rajkhowa

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank 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 Bank.
- The Bank 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 Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank 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 Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

: 4:

Reference No. - 1383827993

Reghawan Rajkhowa

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

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,

Satvik Sharma
HR MANAGER

Digitally signed by SATVIK SHARMA
Date: 2019.05.16 10:05:54 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

Reference No. - 1383827993

Reghawan Rajkhowa

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,94,100/- (Rupees One Lakh Ninety Four Thousand One Hundred only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

Reference No. - 1383827993

Reghawan Rajkhowa

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under “Employee Benefit Policies” available on the Bank’s intranet which will be accessible upon joining the Bank.

Digitally signed by SATVIK SHARMA
Date: 2019.05.16 10:05:54 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : Reghawan Rajkhowa

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
Supplementary Allowance*	16,175	1,94,100
Superannuation Allowance **	1,350	16,200
Total	26,525	3,18,300
Retrials		
Retrials (PF, Gratuity) ***	1,830	21,960
Total CTC	28,355	3,40,260
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	32,855	3,94,260

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 16-May-2019

Digitally signed by SATVIK SHARMA

Date: 2019.05.16 10:05:54 +05:30

Reason: Offer Letter

Location: Mumbai

Date:- 27/03/19

To,
The Director
Dayananda Sagar Institutions
Bangalore

ok,
Prof. K.K. & Dharm
for M.C
Venkatesh
27/03/19

From,
REJIN R. SEKHAR
17CBCMD117, IV Sem

Subject: Requisition letter for permitting me to join Reliance Retail.

Sir,
I Rejin R. Sekhar (17CBCMD117), got placed in Reliance Retail through the campus placement. I received the offer letter & Company wants me to join from 5th March 2019. I promise to do all the assignments, ^{internal} test and also do project in Reliance. Abide by any other rules/amendment as prescribed by Bangalore University.

Therefore, I request you to permit me to join Reliance Retail.

Thanking you,

Yours Sincerely,
Rejin R. Sekhar
MBA (BU)
17CBCMD117
4th sem



Ref: HR/MAR/19/A3/56957521/50991544/1000763290

Date: 06 March, 2019

Rejin Sekhar
2nd Cross, Teachers Colony,
Dayananda Sagar College Road
Bangalore 560078
Karnataka, India

Dear Mr. Rejin

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **SIS In-Charge in Senior Executive - A3 grade** in our business on the following terms and conditions.

1. PLACE OF POSTING:

Your initial posting will be at **Bangalore, Karnataka.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 05 March, 2019 and successful clearance of the Pre-Employment Medical Examination.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,50,000/- (Rupees Three Lac(s) Fifty Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 3,24,818/- (Rupees Three Lac(s) Twenty Four Thousand Eight Hundred Eighteen Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 25,184/- (Rupees Twenty Five Thousand One Hundred Eighty Four Only) per annum.

This includes Provident Fund and Gratuity (company's contribution @ 12% of Basic Pay and 4.81% of Basic Pay, respectively).

Note: Aggregate of Fixed Pay and Retirals is Committed CTC (refer Annexure 1A).

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be

subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited



Sundeep Rau

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on 05/03/2019

SIGNATURE: Rejin

DATE: 05/03/2019

14 December 2018

Shamitha T.C
#14A,1st Cross 6th Main Appu Rao Road Chamrajpet
Karnataka - 560018

Dear Shamitha,

On behalf of **KPMG Global Delivery Center Private Limited** (the '**Company**'), I am pleased to offer you the position of **Associate** in **Audit** with the Company. You will be part of the **KGDCPL NON SEZ BANGALORE UNIT.US** team.

You shall report initially to **30922 Gupta, Vivek Kumar** and, or, any other person as decided by the Company from time to time. You shall be based in **Bangalore** and can be transferred to any other offices of the Company at any other place or city within India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **1 July 2019**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

Your basic salary shall be **Rs. 187500/- (Rupees One Lakh Eighty Seven Thousand Five Hundred Only)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.

2. Allowances

In addition to the basic salary referred to in Paragraph A.1 above, you shall be entitled to a sum of **Rs. 187500/- (Rupees One Lakh Eighty Seven Thousand Five Hundred Only)** towards allowances to be chosen out of the allowances / perquisites detailed in the Staff Manual of the Company and Employer's contribution under the Provident Fund scheme of the Company, subject to your entitlement and the policy of the Company in that regard.

B. Other Entitlements

Your other entitlements, as may be determined by the Company Policy from time to time, shall be as follows:

1. Bonus

You may be entitled to a performance bonus as per the Company Policy. The Company is under no obligation to operate a bonus scheme and any payment of bonus to you is solely at the Company's discretion.

2. Gratuity

You shall be entitled to payment of gratuity as per the Company Policy and subject to the applicable law.

3. Medical Insurance Scheme

You shall be eligible to participate in the Medical Insurance Scheme of the Company, if any.

4. Leave

You shall be entitled to twenty two days (working days) in a performance year in accordance with the Company Policy subject to the applicable law.

5. Maternity Benefits [For Women employees only]

You shall be entitled to maternity leave of 26 weeks (182 days) of which 08 weeks (56 days) can be availed prior to expected date of delivery and 18 weeks (126 days) after the delivery. During such leave, you shall be entitled to your full Compensation along with Other Entitlements that are made available in terms of this Agreement. It is clarified that any claim to the aforementioned maternity benefits shall remain subject to provisions of the Maternity Benefit Act, 1961 as may be amended from time to time.

C. Miscellaneous

1. Working Hours

You will be required to work eight (8) hours a day excluding thirty (30) minutes break for lunch. The Company practices a forty (40) hours workweek. Subject to the applicable law, work timings, schedules and shifts may vary from time to time based on customer service requirements and depending upon exigencies of business, as specified by the Company from time to time. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

2. Taxation

Any amount payable by the Company to you towards Compensation, Other Entitlements and, or, any other payment shall be subject to deduction of withholding taxes and, or, any other taxes under applicable law. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

3. Confidential Information

3.1 For the purposes of this Agreement, 'Confidential Information' in relation to the Company means: -

- (i) trade secrets,
- (ii) lists or details of its suppliers, their services, or customers and the services and their terms of business,
- (iii) prices charged to and terms of business with clients,
- (iv) marketing plans and revenue forecasts,
- (v) any proposals relating to the future of Company or any of its business or any part thereof,
- (vi) details of its employees and officers and of the remuneration and other benefits paid to them,
- (vii) information relating to business matters, corporate plans, management systems, investments, finances, accounts, marketing or sales of any past, present or future products or service, processes, inventions, designs, know how, discoveries, technical/financial specifications and other technical or financial information relating to the creation, production or supply of any past, present or future products or service of the Company, any information given to the Company in confidence by clients/customers, suppliers or other persons and any other information (whether or not recorded in documentary form, or on computer disk or tape) which is confidential or commercially sensitive and is not in the public domain, and
- (viii) any other information which is notified to you as confidential.

3.2 You shall not, either during your employment or at any time thereafter, except as required by law, use, divulge or disclose to any person any Confidential Information, which may have come to your knowledge at any time during the course of your employment with the Company. This clause will cease to apply to information which enters the public domain other than (directly or indirectly) through your act, omission, negligence or fault.

4. Employment Conditions

During the course of your employment, you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval of the Company. You will be required to effectively carry out all duties, responsibilities and obligations assigned to you by your manager and/or others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to an annual appraisal by your manager.

5. Travel

You shall travel to such places, within or outside India, as the Company may from time to time require in relation to the Company's business.

6. Independence and Risk Policies

We draw your attention to our independence and risk policies that apply to personnel in all functions. The joining pack and welcome mail from your Human Resources Manager will provide you with all the information you need as a new joiner to be independent in your personal financial relationships. Additional restrictions apply to partners and directors as per local regulations. You are requested to familiarize yourself with the Company's independence and other risk policies on joining and complete the related procedures within the timelines set out for each. In the event you do not comply with our independence and risk policies and procedures, you may be subject to disciplinary action including financial penalties including termination of your employment under Paragraph D.2 below.

7. Prevention of Insider Trading

You shall not, without prior written permission of the Company, purchase, sell or deal in, at any time either during your employment with the Company or thereafter, any securities issued by any past, present or prospective customer/client of the Company in respect of which you have obtained privileged information by virtue of or in connection with your employment with the Company.

8. Staff Manual

You are requested to familiarize yourself with the Company's staff manual on joining and abide by the same. Any non-compliance or breach will be subject to disciplinary action pursuant to Paragraph D.2 below.

9. Intellectual Property

9.1 You acknowledge that the Company is the absolute, unrestricted and exclusive owner of the Confidential Information or other proprietary technical, financial, marketing, manufacturing, distribution or other business related information or trade secrets of the Company, including without limitation, concepts, techniques, processes, methods, systems, designs, clients, cost data, computer programs, formulae, and other information used by you in course of your employment with the Company. You shall not in any manner whatsoever, represent and/or claim that you have any interest by way of ownership, assignment or otherwise in the same.

9.2 You acknowledge that the Company shall own all rights, title and interest including copyright in any work created by you in course of your employment with the Company. To the extent such rights do not vest immediately in the Company, you agree to and irrevocably and unconditionally assign to the Company all your rights, title and interest including copyright in such works for adequate consideration, receipt whereof you hereby acknowledge. You agree to execute such other documents, as may be required by the Company, for recording the Company as the owner of such works at the Company's cost and expense.

D. Termination

1. Without Cause

1.1 During the Probation Period, the Company may terminate this Agreement without assigning any reasons upon thirty (30) days prior written notice or payment of salary in lieu thereof, at the discretion of the Company. Similarly, during the Probation Period you may also terminate this Agreement without assigning any reasons upon thirty (30) days prior notice in writing or payment by you to the Company of the salary in lieu thereof. In such an event and in addition to the thirty (30) days written notice or salary in lieu thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.2 Upon your confirmation, either Party shall be free to terminate this Agreement at will and, at any time, with or without cause, upon sixty (60) days prior written notice by the Party desirous of terminating this Agreement or payment of equivalent salary in lieu thereof or a combination thereof, at the discretion of the Company. In the event you exercise the option of terminating this Agreement within twelve (12) months from the date of joining, in addition to the sixty (60) days written notice or salary in lieu thereof or a combination thereof, you shall also be liable to reimburse to the Company any joining bonus paid to you by the Company at the time of your joining the employment of the Company.

1.3 In case of termination of employment under Paragraph D.1.1 and D.1.2 above, you may be required to go on a paid leave until the end of your notice period at the Company's discretion, which may be adjusted against your leave entitlement, if any, that has accrued and not been taken.

1.4 With the exception as laid out in Paragraph D.1.3 above, you shall not be entitled to any leave while serving your notice period under this Agreement.

2. Breach or Misconduct

2.1 Notwithstanding anything herein, the Company shall be entitled to terminate this Agreement, without notice and with immediate effect, in the event you are:

- (i) found to have engaged in any act of misconduct or negligence in the discharge of your duties or in the conduct of the Company's business; or
- (ii) found to have engaged in any other act or omission, inconsistent with your duties; or
- (iii) found to have engaged in any breach of this Agreement, or the Company Policy or lawful orders given to you by the Company;
- (iv) convicted of any criminal offence; or,
- (v) found to have engaged in unauthorized absence beyond a period of seven (7) days.

2.2 Provisional Offer

This offer is conditional and is subject to receipt of satisfactory report on background checks on your academic and professional qualification, experience and other matters.

The present employment is offered to you on the basis of information/ particulars provided by you and in the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed, that shall constitute breach of trust and your services are liable to be terminated.

3. Leave

If upon termination you have taken more leaves than your entitlement, you will be required to reimburse the Company in respect of the excess days taken and the Company is authorized to make deductions in respect of the same from your final salary payment. In the event such deductions exceed the final salary payment to you, you shall pay such outstanding amount to the Company.

4. Return of Property

4.1 For the purposes of this Paragraph D.4, Property means keys, mobile phone (including BlackBerry), computer equipment, security access cards, all lists of clients or customers, correspondence and all other documents, papers and records (including, without limitation, any records stored or maintained in any form including by electronic means, together with any codes or implements necessary to give full access to such records), system designs, software designs, software programs (in whatever media), presentations, proposals, specifications or Confidential Information which may have been prepared by you or have come into or passed from your possession, custody or control in the course of your employment.

4.2 You shall promptly, whenever requested by the Company and in any event upon receipt of notice of termination or termination of employment under this Paragraph D, deliver up to the Company all Property and you shall not retain any copies thereof. Title and copyright in the Property shall vest in the Company.

E. Governing Law

This Agreement shall be governed and construed in accordance with the laws of India. The invalidity or unenforceability of any part of this Agreement shall not affect the binding effect of the rest of the Agreement.

This Agreement shall be concluded and effective on your delivering a signed copy of this Agreement to us, provided that your Compensation and Other Entitlements shall not begin to accrue until you commence work for the Company.

If the terms and conditions of this offer letter are acceptable to you, please signify your acceptance by signing and returning a copy of this letter to the Company on or before **16 December 2018**, failing which, this offer stands automatically withdrawn by the Company without any further notice to you.

Yours sincerely,
for **KPMG Global Delivery Center Private Limited**

Partho Bhandopadhyay
Managing Director

I am pleased to accept the offer contained above.

Shamitha T.C

Annexure

Shamitha T.C
Associate
Bangalore

Compensation Category	Monthly (in INR)	Annual (in INR)
Basic Salary (a)	15625	187500
Flexible Compensation (b)	13750	165000
Employer Contribution to Provident Fund^ (c)	1875	22500
Total Cost to Company (a+b+c)	31250	375000

- ^Equal amount of PF will be deducted from the Cost to the Company as Employee contribution to Provident Fund
- The above is an indicative break-up of the components
- Gratuity will be governed by the Payment of Gratuity Act
- You will be eligible for performance bonus as per the Company Policy if your joining date is on or before June 30 for the current calendar year
- You will be eligible for increment as per the Company Policy only if your joining date is on or before March 31 for the current calendar year
- Performance Bonus will be payable only subject to your being on the payroll of the Firm and not serving notice at the time of disbursement.
- Taxation will be governed by the Income Tax rules. The Firm will be deducting tax at source as per income tax guidelines.
- Insurance benefit would be as per the company policies
- Flexible compensation needs be allocated every year basis the components published by the firm
- Any statutory deduction shall be made as per applicable laws

IndusInd Bank

48928e355d034765
24-May-19

Mr. Shanmugananda U
No: 40/1, 16th Cross, 2nd main

S R Nagar, Willson Garden
Pincode: 560027

Contact No: 9916338122

Sub: Letter of 'Management Traineeship'

Dear Shanmugananda U,

With reference to your application and subsequent discussions and interviews, we are pleased to offer you an employment with the Bank in the **Junior Management** as a **Management Trainee** for a period of one year, subject to following terms and conditions.

1. As discussed during the interviews and as explained to you and as understood by you during the said discussions and negotiations between you and our representative, the Bank has accepted your application and hereby extend you an offer as a **'Management Trainee'** in the Bank for a period of one year, beginning from the date of your resumption as **'Management Trainee'**. As such your employment will begin with the Bank as a **'Management Trainee'** for the **Consumer Banking Division**.
2. Your employment as a Management Trainee as stated above, shall begin with effect from the date you report for duty, which shall not be later than **15-Aug-19**. This letter of **'Management Traineeship'** is valid up to **15-Aug-19**. You are therefore requested to report to Bank on or before the said date at the initial place of posting as mentioned below.
3. You will be imparted rigorous and extensive training on and off the job for the first three months as a 'Management Trainee' in the Consumer Banking Division, covering the following areas, besides others:
 - a. Product orientation.
 - b. General Banking & Direct Banking Operations processes.
 - c. Bank's IT systems & applications.
 - d. Behavioral skills & selling skills workshops.

1



Basavanagudi Office: IndusInd Bank Limited, No. 87, Bull Temple Road,
Basavanagudi, Bangalore 560 004, India. Tel: (080) 30082653

Registered Office: 2401 Gen. Thimmayya Road, Pune 411 001, India
Tel.: (020) 2634 3201 Fax: (020) 2634 3241 Visit us at www.indusind.com
CIN: L65191PN1994PLC076333

Ref No. 233620

Private & Confidential

Date: 29 April 2019

Mr. Shanmugananda U,
No 40/1 16th Cross 2nd Main
Near S R Nagar Police Station
Bangalore West Wilson Garden
Karnataka - 560027

Dear Shanmugananda U,

Subject : Offer Cum Appointment Letter

Further to your application and the subsequent discussion with us, we are pleased to offer you a career in **Karvy Stock Broking Limited**, as per the terms and conditions mentioned herein:

1. Date of joining, posting & location

You will join us on **10 June 2019** in our **Broking** Division at **Hyderabad**. Your title will be **Trainee - Equity Advisor** in Grade **S6 (Executive Trainee)**. The Management reserves the right to transfer you on any assignment in any unit / department / associate concern of the Company anywhere in India or Abroad, as it may consider necessary, in its absolute discretion, from time to time, subject to the provision that your remuneration and other facilities will not be adversely affected.

2. Compensation

You shall be entitled to an all inclusive annual gross compensation of **Rs.2,50,000/- (Rupees Two Lakhs Fifty Thousand only)**. A detailed break-up of your compensation structure is given in the Annexure (I) to this letter. The Compensation package shall be governed by the Policies and Guidelines of the Company presently applicable and as may be modified from time to time.

Further you are required to strictly maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration or terms of employment to any other employee of the Company or other public at large. If found revealing any of the above information, strict disciplinary action shall be taken.

3. Probationary Period

To train you and assess your fit within Company, the first six (6) months of your employment constitute as probationary period. The Company may extend your probation period by another 3 months or terminate your employment without citing any reason and without any advance notice or payment in lieu of notice. In such an event, the Company will have no further obligation to you, financial or otherwise.

4. Resignation prior to 18 months

The Company spends a lot of time on your training and overall development. The training will be provided both in classroom through specialized trainers and experts, as well on the job. You, therefore, hereby agree that if you resign from this employment prior to completion of 18 months or attempt to secure an alternative employment without a written consent of the Company, you are liable to pay the Company Rs. 75000/- (Rupees Seventy Five Thousand Only) the estimated cost of your training.

Karvy Stock Broking Limited

Registered Office: Karvy House, 46, Avenue 4, Street No.1, Banjara Hills, Hyderabad - 500 034.

T: +91 40 23312454 | F: +91 40 23311968 | service@karvy.com | www.karvy.com

Ref No. 233620

5. Notice period

During Probation Period

Your services are liable to be terminated by the company without assigning any reason by giving **30** days notice period or payment of gross monthly salary in lieu thereof on either side. However, in the event of your resignation, the company in its sole discretion shall have an option to accept the same and relieve you prior to completion of stipulated notice period of **30** days or without any pay in lieu of notice period.

After Confirmation

Your services can be terminated by the company by giving **60** days notice or payment of gross monthly salary in lieu thereof on either side. However, in the event of your resignation, the company in its sole discretion shall have an option to accept the same and relieve you prior to completion of stipulated notice period of **60** days or without any pay in lieu of notice period.

6. Working hours

You shall follow the working hours of the company at the place of posting and as informed to you from time to time. Due to the nature of work in this industry, you shall be expected to adjust to extended working hours in case of any pressing commitment. For such extended hours of work you shall not be eligible to claim any overtime or any additional consideration frequently and/or if your job involves shift duties or late night work, you are required to familiarize yourself fully with your own personal effort with the public transport arrangements & safety requirements of any nature and further you are advised to make adequate arrangements for your transport & travel and for your own personal safety.

If you are assigned to a job/temporary duty in an unsafe territory/disturbed area, you are free to point out your requirements of safety.

7. Service rules and regulations

During your employment with the Company, you shall be governed by the Service rules, regulations, employee benefits, policies & procedures of the company detailed in the HR portal. This HR Manual is available to you from the HR Department and is also available online on the HR Intranet. You undertake to familiarize yourself with the HR manual and all amendments incorporated in the same from time to time by logging on to the company's Intranet through your unique identification code provided to you on your joining the company. The terms and conditions laid down in the HR manual and as amended/updated from time to time and published on the HR Intranet, shall be binding upon you, and shall form part of the terms & conditions of your employment with the company.

8. Duties and responsibilities

You shall apply yourself diligently and faithfully to all duties & responsibilities that may be assigned to you from time to time and will conform to such directions that shall be given to you by your superiors. You will have the responsibility for efficient, satisfactory and economic operation in the areas of responsibility that may be assigned to you from time to time. It is the intention of the Company that every employee of the Company takes upon himself/herself a certain degree of responsibility and is accountable for the work undertaken by him/her.

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Ref No. 233620**9. Code of conduct**

In addition to your adherence to the Code of Conduct detailed in the HR intranet of the Company, you also abide and understand that you are being hired in a position of trust and confidence and realize your accountability towards protection of Company's interest and matters relating to its business and shall:

- (i) Maintain complete confidentiality and high level of integrity in all your actions performed on behalf of the company.
- (ii) Practice high level of professionalism in business etiquettes, selection of attire, choice of language in conversation & documents and in over all conduct.
- (iii) You will help in maintaining & enhancing the congenial, disciplined, participative and supportive work environment created by the company that fosters team spirit and high performance standards.
- iv) You will adhere to the guideless of the company with respect to social media and desist yourself from posting or publishing in social media (blogs, articles, video content or images) or releasing to print media any information which is of proprietary or confidential in nature or defamatory or harassing or libellous or any information that will contribute to hostile environment at work place.

10. Non disclosure, secrecy and confidentiality

You acknowledge that the business of the Company is highly competitive and that any information concerning the Company's business (including but not limited to Strategies, Methods, Books, Records, Documents, Technical Information concerning its products & Services, Equipment, Processes, Customer Lists, Procurement Procedures, Pricing techniques, Credit & Financial data concerning Company, Customers and Business Affiliates) all comprise confidential business information and trade secrets, etc. vital to the business of the Company.

You hereby agree that you will not at any time during or after your employment period with the Company, make any unauthorized disclosure of any confidential business information or trade secrets of the Company, or make any use thereof, except for the benefit of and on behalf of the Company. For the Purpose of this paragraph, the term "Company" shall also include all affiliates of the Company.

Any disclosure which has not been expressly authorized by the Company shall be called 'Unauthorized Disclosure'. The unauthorized disclosure of confidential information shall constitute a serious misconduct and the Company shall be entitled to take appropriate disciplinary action against you including termination of service. Unauthorized disclosure and use of confidential information of the Company after the termination of your relationship with the Company shall entitle the Company to initiate appropriate legal proceedings, including but not limited to seeking an "Order of Injunction".

11. Non-solicitation & non-compete

You agree and undertake that during the term of your appointment with the Company and for a term of one (1) year after the termination of your appointment with the Company for any reason whether with or without cause, you will not, directly or indirectly solicit, induce, recruit, or encourage any Company employees, who were during the term of your appointment, employees of the Company, to leave their employment, or take away such employees, either for yourself or for any other person or entity without

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Ref No. 233620

the Company's express written consent. You further agree and undertake that you will not engage in soliciting business or allied business that is similar or competitive with the business of the Company, with those clients with whom you had any contact, during your appointment and for a period of one (1) year after your appointment with the Company ceases.

12. Copyright

The copyright in all the work produced, i.e. literary, artistic, photographic or other work, documents/materials and intellectual property developed and gathered by you during the course of employment shall be and remain the exclusive property of the Company. You shall return the same to the Company on termination or at such earlier time as required by the Company.

The work produced shall be the exclusive property of the Company and the Company shall be free to deal with the same in such a manner as it deems fit. This para is also applicable to any activity relating to Trade Marks, patentable work or any other activity leading to Intellectual property rights.

13. Usage of computers

The Company has extensively introduced computerization to improve efficiency and productivity. You herewith agree and undertake to extensively abide by the Information Technology policies and rules framed by the Company from time to time. Any misuse or violation of any of the I.T policy/rule shall make you liable for the disciplinary action by the Company including termination of your appointment and taking appropriate legal proceedings against you.

14. Undertakings:

(i) You agree that the assurances, undertaking, etc., in regard to your education/qualification certificates, work experience certificates, previous employer's certificates and all other certificates, information, declarations and undertakings are true and correct. You undertake that there are no claims, damages or legal actions of any nature instituted against you by any institutions, authorities including previous employer(s). You further undertake that no legal cases of above nature have been instituted against you in past or currently in progress even in your personal capacity. If any of the information or undertaking in relation to above is found incorrect, the Company reserves the right to take appropriate disciplinary action including termination of services.

(ii) You confirm that you have adequately declared in writing any kind of medical problem, which you may have had in past or present, prior to accepting the offer of employment with the company, including alcoholism. You confirm that any such history has been adequately disclosed by you to the company in writing prior to you having accepted the offer of employment in the company.

15. Professional ethics

The company follows highest level of ethics and follows the law of the land in conducting business and offering employment in different geographies. You are required to deal with the Company's information, money, material and documents with utmost honesty and professional ethics.

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Ref No. 233620

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 any affairs/information of the Company or of theft or of misappropriation, regardless of the value involved, the Company shall initiate appropriate action as per its disciplinary action policy, notwithstanding with other terms of the policy, it also includes termination of your services with immediate effect.

16. Safe custody of company property and recovery of dues

You will be responsible for the safekeeping and good condition and order of all the Company property entrusted to your care and charge. The company reserves the right to recover from you any unauthorized expenditure incurred, reposes of any company property lying in your possession, seek refund of any unsettled loan or unsettled advances taken and make a charge on your dues for any payments due to the company from you.

17. Indemnity

You shall indemnify the Company against any loss, damage, proceeding which the Company might suffer due to any wrongful, malafide acts, negligence, gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your services on such count or the right of the Company to seek other remedies which the Company may have to make good the loss or damage.

18. Exclusivity

During the term of your appointment with the Company, you will work exclusively for the Company and will not engage, in any manner whatsoever, in any other gainful or commercial employment or business or activity, rather part time or full time, directly or indirectly, related to the business in which the Company is now involved or becomes involved during the term of your appointment with the Company, nor will you engage in any other activities that conflict with your obligations of the Company.

19. Severability

If any term of this letter shall be invalid or unenforceable by any Court of competent jurisdiction, the remainder of this letter, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid term of this letter shall be enforced to the fullest extent permitted by law.

20. Resolution of dispute

All disputes or differences arising in connection with this letter shall be subject to the jurisdiction of courts in Hyderabad only irrespective of your working location that may change as per exigencies.

21. Retirement

You will automatically retire from the services of the company at the end of month in which you attain the superannuating age of 58 years. Your date of birth as recorded with us, will be used to calculate your age of superannuation.

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Ref No. 233620**22. Handing over process**

In case of your disassociation from the company due to any reason, before relief from the services of the company you will be required to complete your pending tasks and undertake a formal hand-over of charge of your job responsibilities to a designated official of the company identified by the Head – HR or your immediate supervisor. In case of your departure without completing the hand-over procedure as per the then prevailing policy of the company, the company reserves the right not to settle your accounts and not to pay any amounts as might be payable to you as far as may be permissible to hold under the applicable laws.

Further, in case of your disassociation from the company as aforesaid, you shall hand over to the designated personnel all material, information and property belonging to the company and in your possession at the earliest and not later than the last working day.

23. Termination of employment

Under certain specific circumstances as mentioned below, your employment can be terminated by the company anytime without providing any notice or compensation in lieu of notice whatsoever.

(i) Breach of any terms of this appointment, code of conduct, Policies & procedures of the company detailed in the HR manual, published on the company's Intranet or any rules made by the Company from time to time.

(ii) In the company's opinion; any act of gross misconduct & indiscipline on your account, De-falsification, Dishonesty, Misappropriation, Dereliction of duty in discharging your duties and functions, Unpunctuality, Neglect of duty.

(iii) Absence from your normal place of work for more than Seven (7) days continuously without appropriate reasons & prior sanction of leave.

(iv) Consistent non-performance by you as per the verdict of the company.

(v) Of your being convicted of any Criminal offence.

(vi) Of your mental or physical incapacity to discharge your functions.

In the event of intended termination from services on the grounds mentioned above, the company will seek your explanation in writing detailing the breach and will provide you seven days time for furnishing your explanation formally. The company reserves the right to accept or reject any such explanations provided by you and at the same time, the Company reserves the right to terminate your services without notice and explanation, with immediate effect, where the Company is prima-facie convinced of the breach of a serious nature. The company's decision to discontinue your services shall remain final and binding on you.

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Ref No. 233620**24. General**

Employees may please note that their behavior towards any member of the public that they come across should be courteous. The Management reserves the right to take disciplinary action against any employee, who has been found to have misbehaved with any member of the public or any other individual. Further,

(i) The company will deduct taxes as appropriate and consistent with the Indian Tax regulations. You will be responsible for your tax liabilities under all applicable Tax Laws and Regulations.

(ii) You may be required to undertake travel on Company's work as and when required. In case of travel on Company business, you are entitled to such travel expenses/allowance as may be in force from time to time.

(iii) In case of any change in your residential address or any relevant changes in your personal data during the pendency of your employment with the Company, it shall be your duty to intimate the same to the Company in writing within three days from the date of change.

(iv) All communications mailed to you by the Company to the last address given by you shall be deemed to have been received by you.

(v) The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc., and amendments thereof as presently applicable to you and as may be amended from time to time.

(vi) Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR manual/intranet and other policies and procedures of the Company as presently applicable and as may be amended from time to time.

(vii) You shall not do anything or cause to do anything which shall bring dishonor and/or disrepute to the Company or engage in unlawful/immoral activities.

(viii) If at any time you are involved in any legal/administrative/quasi-judicial proceeding(s), you shall immediately inform the Company the details thereof.

(ix) You shall not at anytime use your association with the Company to gain unfair advantage for personal purposes.

(x) In the event of termination of your employment by the Company and/or your resignation before completion of 12 months in service, you will need to refund Joining bonus paid to you at the time of joining, all or any expenses incurred by the Company on account of your Relocation.

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Ref No. 233620**25. Address for the purpose of Communication**

Any communication sent to the following address shall be deemed to be proper service of the communication:

Mails sent to the address:

Company: Karvy Stock Broking Limited.,

Email Id: hrhelpdesk@karvy.com

Fax: +91 040-23311968

Employee Personal email id: shanmuga.shreyas@gmail.com

The parties undertake that they shall communicate/update any change in address within one month of any change taking place in the above particulars and the said change shall be deemed to become effective if sent by Registered Post to the above address or the personal email id or fax number of the parties mentioned above.

The terms and conditions that are not specifically set forth in this letter will be determined pursuant to the applicable laws of India and the Company's policies and code of conduct, which may be amended from time to time.

This Agreement shall be governed by and construed in accordance with the law of India.

If you are in agreement with the conditions outlined in this letter including the annexures, please signify your receipt and acceptance and return a copy of this letter to us.

We wish you a long and happy association with us.

Thanking you,

for **Karvy Stock Broking Limited**

Sd/-

Rajagopal J

Vice President

Human Resources

Please Note : This is an on-line letter, hence, does not require any authorized signature.

Enclosed : Compensation Structure - Annexure I

Acknowledgement and Acceptance

I have read and understood the above Terms & Conditions hereby signify my acceptance

Name: Shanmugananda U

Karvy Stock Broking Limited

Registered Office: Karvy House, 46, Avenue 4, Street No.1, Banjara Hills, Hyderabad - 500 034.

T: +91 40 23312454 | F: +91 40 23311968 | service@karvy.com | www.karvy.com

Name: Shanmugananda U Designation: Trainee - Equity Advisor
 Grade: S6 (Executive Trainee) Location: Hyderabad

Compensation Structure

Particulars	Amount in INR per month	Amount in INR per annum
Basic	7,290	87,480
HRA	4,380	52,560
Other Allowance	3,978	47,736
Provident Fund (Employer Contribution)	875	10,500
Advance Bonus	1,460	17,520
Conveyance	1,600	19,200
Medical	1,250	15,000
Fixed CTC	20,833	2,50,000

(Rupees Two Lakhs Fifty Thousand only)

Others:

Further you will be eligible to receive performance linked variable pay up to Rs.62,500/- per month. This variable pay is linked to performance and achievement of defined KRAs.

Other benefits:

Personal Accident Cover: : Personal accident cover for self in cases of death or disability
 Mediclaim : Covered under ESIC or Mediclaim Insurance for Self, Spouse and Two children, whichever is applicable.
 Gratuity : As per Gratuity Act

Note:

Compensation is a personal & confidential matter between you and the company. You are not supposed to discuss or share this with anyone. Any discussion or disclosure of your compensation with anyone other than your department head or HR is liable for disciplinary action.

-----x-----

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PRIVATE AND CONFIDENTIAL

Reference No. - 1383845351

Applicant ID - 3755320

15-May-2019

Shreeveeraraju v

Dear Shreeveeraraju,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : anurag.tanwar@icicibank.com

Telephone No. :

Yours sincerely,

Anurag Tanwar

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383845351

Applicant ID - 3755320

15-May-2019

Shreeveeraraju v

Dear Shreeveeraraju,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in MORTGAGE at BENGALURU - MALLESHWARAM_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 10-Jun-2019.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, 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 your office work to promote the interest of the Bank. 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 Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. 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.

Reference No. - 1383845351

Shreeveeraraju v

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank 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 Bank.

Reference No. - 1383845351

Shreeveeraraju v

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank 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 Bank.
- The Bank 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 Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank 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 Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

: 4:

Reference No. - 1383845351

Shreeveeraraju v

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

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,

Satvik Sharma
HR MANAGER

Digitally signed by SATVIK SHARMA
Date: 2019.05.15 16:47:19 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

Reference No. - 1383845351

Shreeveeraraju v

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,94,100/- (Rupees One Lakh Ninety Four Thousand One Hundred only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

Reference No. - 1383845351

Shreeveeraraju v

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by SATVIK SHARMA
Date: 2019.05.15 16:47:19 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : Shreeveeraraju v

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
Supplementary Allowance*	16,175	1,94,100
Superannuation Allowance **	1,350	16,200
Total	26,525	3,18,300
Retrials		
Retrials (PF, Gratuity) ***	1,830	21,960
Total CTC	28,355	3,40,260
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	32,855	3,94,260

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 15-May-2019

Digitally signed by SATVIK SHARMA

Date: 2019.05.15 16:47:19 +05:30

Reason: Offer Letter

Location: Mumbai



Srinivasa G
India

Date: September 27, 2019

Dear **Srinivasa G**,

It was a pleasure meeting you to explore a career opportunity for you with ITC Infotech India Limited.

Based on our discussion, we are pleased to offer you the position of **Associate IT Consultant** at grade **IS1**

1. Your annual gross salary along with the break-up of salary is enclosed at the end.
2. You are required to join us on or before **September 27, 2019** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
3. You are requested to report at 9.30 AM to complete the joining formalities. Your initial place of posting will be at **Bangalore**. At the time of joining you are requested to submit the copies of documents as per the checklist enclosed.
4. For any further clarifications, request you to communicate with the concerned recruiter contact.

Your appointment is subject to

- Your passing the Company's medical examination successfully. The decision of Company's medical team in this regard will be final.
- The Company receiving appropriate and satisfactory replies from your referees. The decision of the Company in this regard will be final.



- Your producing acceptable certified documentary evidence of your date of birth. This evidence must be a Birth Certificate or School Leaving Certificate, Copy of your passport or an Affidavit attesting your date of birth and sworn by your father, mother or a close relative. This date once accepted will be used for all purposes in connection with your employment and no cognisance will be taken for any alterations in the future.
- Your producing acceptable certified documentary evidence of your academic and professional qualifications.
- The Company receiving appropriate and satisfactory report on your background check i.e. past employment and education details.

Welcome to ITC Infotech India Limited and look forward to a long and mutually beneficial association.

Yours faithfully,
ITC Infotech India Limited

Anand Talwar

Chief Human Resources Officer



Designation: Associate IT Consultant
Grade: IS1
Location: Bangalore
Qualification: MBA
Experience: 0.0 yrs
Date of Birth: December 17, 1993
Date of Joining: September 27, 2019

Monthly Components	Proposed Salary (Rs pm)
Basic/Consolidated Salary	7833
House Rent Allowance	3917
Supplementary Allowance	15289
Special Supplementary Allowance	7500
Meal Coupon	1100
SUB- TOTAL I	35639
Annual Components	
PF	940
L.T.A.	917
Performance Effectiveness Pay (PEP)	1567
ITC Products & Services	104
SUB- TOTAL II	3528
TOTAL	39167
Grand Total PA	470004



Explanatory Notes:

- Meal Coupons - Coupons pertaining to a month will be distributed to the employees in the subsequent month (E.g. Rs.1100/- for the full month of November, will be distributed in the first week of December). However in cases where there is no full month of service (on account of Secondment/Exit, the prorated value will be paid as part of salary).

Meal Coupon is a location based amount available in Bangalore as optional Sodexo Meal Card, If not opted and for those locations where Meal Coupons facility is not available, the same will be paid along with the salary after applicable tax.

- Medical Insurance for Self/Family (Spouse, 2 dependent children up to age of 24 years) will be covered under Company's Health Insurance scheme, with a sum insured value of **Rs.3,00,000/-** per annum.

You will also be covered under the Group Accident Insurance scheme, with a sum insured value of **Rs.10 Lakhs/-** per annum.

Option to cover parents / parents-in-law on payment of premium by employee with attractive benefits. Option has also been provided to cover your family under the Critical Illness Program, additional Group Accident Insurance for yourself and Group Medical Insurance for your family by paying a nominal top up premium by yourself.

- Leave Travel Allowance of Rs. 11000/- is paid as per company policy, Prorata for the previous financial year along with April salary of the following financial year.
- ITC Products & Services - this scheme provides you an opportunity to avail and enjoy ITC's world class products and services, governed by the following policy.
 - a) You are eligible to claim reimbursement towards the purchase up to **Rs. 1250 /-** per annum, prorated in case where there is no full year of service).
 - b) The Reimbursement amount are based on assumption that you are availing the benefit upto the entitlement as per the respective policy. If you do not avail the benefit, the amount mentioned is non-encashable / not carried forward to the next financial year.
- Performance Effectiveness Pay (PEP) - You are entitled to PEP not exceeding 20% of the Consolidated Salary (Basic Salary) earned for the accounting year. PEP payout will not be a part of salary for purposes for calculating separation / retirement benefits.
- You will also be eligible for Gratuity as per the Payment of Gratuity Act.



Yours faithfully,
ITC Infotech India Limited

Anand Talwar

Chief Human Resources officer



PRIVATE AND CONFIDENTIAL

Reference No. - 1383828228

Applicant ID - 3726444

16-May-2019

Syed Shihan

Dear Syed,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : debangshu.bhattacharjee@icicibank.com

Telephone No. :

Yours sincerely,

Debangshu Bhattacharjee

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Reference No. - 1383828228

Applicant ID - 3726444

16-May-2019

Syed Shihan

Dear Syed,

We are pleased to make you an offer of appointment as Deputy Manager (Band I) in ICICI Bank. You will be placed in EDUCATION LOAN at HUBLI - EUREKA JUNCTION_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- a) You shall be required to join the Bank on or before 10-Jun-2019.
- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, 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 your office work to promote the interest of the Bank. 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 Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. 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.

Reference No. - 1383828228

Syed Shihaan

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank 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 Bank.

Reference No. - 1383828228

Syed Shihaan

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank 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 Bank.
- The Bank 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 Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank 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 Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

: 4:

Reference No. - 1383828228

Syed Shihan

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

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,

Satvik Sharma
HR MANAGER

Digitally signed by SATVIK SHARMA
Date: 2019.05.16 09:45:00 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

Reference No. - 1383828228

Syed Shihaan

Annexure:

Remuneration:

- Your Base Salary will be Rs. 1,08,000/- (Rupees One Lakh Eight Thousand only) per annum.
- You will be eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,64,100/- (Rupees One Lakh Sixty Four Thousand One Hundred only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 16,200/- (Rupees Sixteen Thousand Two Hundred only) per annum.

Reference No. - 1383828228

Syed Shihaan

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/-(Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by SATVIK SHARMA
Date: 2019.05.16 09:45:00 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use “forgot password “option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organisation
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

Remuneration Details

Name : Syed Shihan

Position: Deputy Manager (Band I)

Group: RETAIL BANKING GROUP

	Deputy Manager (Band I)	
	Monthly	Annual
Basic	9,000	1,08,000
Supplementary Allowance*	13,675	1,64,100
Superannuation Allowance **	1,350	16,200
Total	24,025	2,88,300
Retrials		
Retrials (PF, Gratuity) ***	1,830	21,960
Total CTC	25,855	3,10,260
Performance Linked Retention Pay #	4,500	54,000
Total (incl PLRP)	30,355	3,64,260

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, Telephone reimbursement, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 16-May-2019

Digitally signed by SATVIK SHARMA

Date: 2019.05.16 09:45:00 +05:30

Reason: Offer Letter

Location: Mumbai

Venkatesh K A,
Bangalore

2nd April, 2019

Offer of Employment

Dear Venkatesh K A,

This refers to your application for a placement in our Organization and your interview with us. We are pleased to inform you that you will be appointed as a “Trainee HR Recruiter” in the Company.

Remuneration

1. You will be placed in the Company office based in Bangalore
2. Your gross emolument per annum is detailed in the attachment. Your date of joining will be on or before 1th July, 2019
3. **Your Consultancy pay will be paid on or before the Seventh of every Month.**

You are requested to submit photocopies of the following documents with the signed copy of acceptance letter.

- Latest, 4 passport size photographs
- Service certificates of your previous jobs.
- Aadhaar / ID Proof / PAN Card Copy
- Proof of date of birth (Birth Certificate, School Leaving Certificate)
- Educational Qualification Certificates

The detailed terms and condition of the employment will be given to you on joining.

We look forward to your joining Bloom and you working with us make Bloom the leading customer loyalty provider.

VALIDITY OF THE APPOINTMENT LETTER

This letter is valid for a period of ten days from the date mentioned in this offer. You are requested to sign the enclosed copy and submit to us before the end-date as token of acceptance of the offer.

We are confident that you will advance professionally and financially with Bloom, through your diligence and professionalism. We would appreciate your acknowledging the receipt of this letter and acceptance of this offer within ten days from the date mentioned in this letter, failing which the employment letter stands void.

You shall be under Probationary period for Six months from the date of joining the organisation.

You should not join any of the clients of BLOOM for one year from the date of relieve from BLOOM.

The notice Period shall be 30 days either side.

BLOOM has the right to ramp down the employment due to the performance or business reasons, in such cases, BLOOM shall not provide notice Period.

All disputes arising out of the appointment order shall be decided in a court of jurisdiction to Bangalore, Karnataka and in no other court.

Yours sincerely,
For **BLOOM Consulting Services**

Narayan A
Manager – HR

Acceptance

I agree to accept the employment on the terms and conditions mentioned in this appointment letter and the annexure. I hope to join BLOOM on _____

Name

Signature

Date:

Place:

Pay Details

Consultant Name	Venkatesh K A
Date of Joining	01-July-2019

Pay - INR 6, 00, 000/- for two years

Remuneration Components**Actual Pay**

This refers to your first year (annual) **pay is of INR. 200,000/-**

Second year (annual) pay is of **INR. 300,000/-** and variable pay shall be of **INR 100,000/-**

TDS shall be deducted as applicable and Variable pay shall be paid as agreed upon, if applicable

TDS shall be deducted as per the documents produced and Pay includes Transportation as well as Night Shift Allowance, if applicable

INCREMENTS – Increments shall entirely depend upon your performance as assessed by the Management from time to time

You shall always be governed by the RULES AND REGULATIONS of the Company which will be changed from time to time to the extent of their applicability to you. All emoluments are subject to deduction of tax as per the rules laid down by the government.

Yours sincerely,
For **BLOOM Consulting Services,**

I accept the above terms

Narayan A
Manager – HR

Signature and Date



Vishmi V Rai

Agraja Shailsh, 403, Hoigebail Road, Ashok Nagar, Mangalore-575006

24 July 2019

Dear Vishmi,

Subject: Offer letter

We are pleased to offer you a position of **Associate** in PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited (hereinafter, the "Company" or "PwC SDC") on **24 July 2019**, subject to the terms and conditions attached hereto in Appendices A and B.

Your base office location will be **Bangalore**.

Your **Fixed Compensation** will be Rs. **373000** as detailed in Appendix A. In addition to that, you may be eligible for performance incentives as indicated in Appendix A and benefits as determined by the Company's policy. Review of your performance and compensation would be done periodically in line with the Company's policies. You will also be eligible to participate in learning and development programs as determined relevant for your professional and functional growth using the Company's training policy.

Appendix B lists the broad terms and conditions of service governing your employment with the Company. These are subject to change from time to time. You will be expected to carefully read, and keep yourself informed of, the policies of the Company as announced or amended from time to time.

It is important to note that the Company has a documented Human Capital Manual and Policy (hereinafter, the "HC Policy"). The HC Policy contains, inter alia, various important provisions relating to leave, notice period, independence policy, etc. which are applicable to staff members. Such provisions of the HC Policy shall, by reference, be deemed to be part of your employment contract with the Company.

As an employee of the Company, you are requested to go through the HC Policy or any amendment thereto carefully to fully understand these provisions. In the event of any inconsistency between this employment contract and the HC Policy, the provisions of the HC Policy shall supersede.

This offer of employment is valid for a period of seven calendar days only. To confirm your acceptance to this employment offer, please initial all the pages and put your signature on the declaration at the last page of this letter and return to us the duplicate copy of the entire agreement duly initiated and signed within **Four days** of receiving the offer letter indicating the date of joining.

PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited,
Registered Office: 13th Floor, South City Pinnacle, Plot No. X1-1 Block EP, Sector V, Salt Lake, Kolkata-700 091
T: +91 (33) 66209018, Email id: pwcsdc@xa.pwc.com, Website: <https://www.pwc.in/sdc.html>

CIN: U72200WB2010PTC142115



We take pride in being an employer of choice and would like to welcome you to join this Company and contribute to our successes.

We look forward to a long and mutually beneficial relationship with you.

Yours faithfully,

For and on behalf of-
PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited

Sanchita Sanyal

Authorised Signatory

24/7/19
Date

Vishmi V Rai

25/07/19
Date

PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited,
Registered Office: 13th Floor, South City Pinnacle, Plot No. X1-1 Block EP, Sector V, Salt Lake, Kolkata-700 091
T: +91 (33) 66209018, Email id: pwcsdc@xa.pwc.com, Website: <https://www.pwc.in/sdc.html>

CIN: U72200WB2010PTC142115



Appendix A

This section outlines the details of your compensation. Please contact me if you have any queries or clarifications.

24 July 2019

Name: Vishmi V Rai

Designation: Associate

Location: Bangalore

Compensation details

Components	Per Annum (Rs)
Basic	130000
House Rent Allowance	65000
Provident Fund (Employer's Contribution)	15600
Statutory Bonus	16800
Special Allowance	13212
Reimbursable Flexible Benefit (RFB)	84388
City Differential allowance (CDA)	27000
Total	352000
Meal Vouchers	13200
Out of office connectivity reimbursement	7800
Fixed Compensation	373000
Benefits (Estimated Value)	
Group Personal Accident Insurance	381
Medical Insurance	22,600
Group Life Insurance	1,290
Bus Subsidy	34,680
Total Benefits	58,951
Gratuity	As per provisions of prevailing regulations of Payment of Gratuity Act 1972

All the above benefits are as per Company's policies and may have tax implications. They are subject to change from time to time and depend on entitlement policy. Benefits if not availed cannot be claimed as cash equivalent

All the above amounts are based on a full year of service and the amount payable would be determined pro-rata based on the number of days that you serve with the Company during the applicable financial year. The City Differential Allowance (CDA) would be directly dependent on the base office location.

PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited,
Registered Office: 13th Floor, South City Pinnacle, Plot No. X1-1 Block EP, Sector V, Salt Lake, Kolkata-700 091
T: +91 (33) 66209018, Email id: pwcsdc@xa.pwc.com, Website: <https://www.pwc.in/sdc.html>

CIN: U72200WB2010PTC142115

1600C41047

42

Document # HR/TA/Temp/0003 Infosys BPM Ltd JL 2 Campus Letter of Interest



Letter of Interest

To **GEETHANJALI K.R**

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPM.

For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:

Raghavendra K
Senior Vice President &
Global Head- HRD

Signature:
Issuer's Name: **Mr. Amlan**
Issuer's Emp. No.: **848225**

Name: **GEETHANJALI K.R**
Date: **12/03/19**
Location: **BANGALORE**

HR/TA/Temp/0003 Version: 1.1 Company confidential Copy If Printed 1 of 1

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310
Plot Nos. 26/3, 26/4 and 26/6
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405
F 91 80 2852 2411

***IBM Confidential - IBM Campus Drive -DSI**

Karthik K Srirama <kasrirak@in.ibm.com>
 To: placement1@dayanandasagar.edu
 Cc: Deepak A Kumar2 <deepakkumar@in.ibm.com>

Fri, Jun 21, 2019 at 10:32 AM

Dear Placement officer,

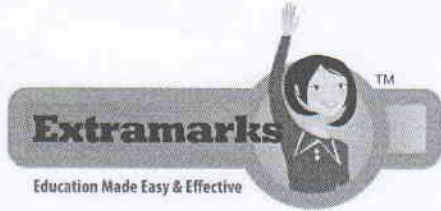
PFB details for the students shortlisted from the event held at you college on 12-Feb-2019. We would be initiating the offer process for the short-listed students at the earliest.

Thank you for all your support and apologies for the delay.

Event Name	Event Date	Event Location	Candidate Name	Mobile No	Emai ID	College Name	Remarks
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Lavanya Krishna B	8722172014	lavanyakrishnabk@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	N Hepsiba Monica	8904865189	hepi465@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Rabiya Tabussum	9741053020	rabishot@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Sahanashree B A	8971288724	sahnashree@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	J.Gowthami Bai	8147079346	plam TG CQC41057 jgowthamisingh@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Pruthvi C	9448982897	pruthvi.shekar1347@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	P.Amrita	8971363441	amrithabghs@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Yashaswini N	9742350350	yashunatesh@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Parameshwari R	7090739122	roshini.rose777.pr@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Sai Nikhil N	9986800682	DSBSPGDMA1719 nikhilnick@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Syed Abdul Rehman	8867356768	syedabdulrehman886@gmail.com	Dayanand Sagar Institutions	Shortlisted

Dayanand Sagar Institutions	12-Feb-19	Bangalore	Taufeeq Ahmad Gani	9108699055	taufeeqahmad99@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	TUSHAR SHARMA	8792280092	tushar.shams@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Dheeraj S	8277703966	166JC26016 dheerajr06@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Rahul Prasad Singh	9663501920	rahulprasadsingh1857@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Amith Pawar	9902016883	B.COM 16CQC41015 amithpawar52@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Mula Revanth	9886364274	B.AO 16CQC26045 revanth.tittu@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Bhavana D kumar	9731030814	bhavanakumar3030@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Pragathi C Acharya	9739316763	pragathi.acharya.c@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Ramesh Kumar	9008852142	arjunroy32044@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	NIKHILESH P	9738916215	B.COM 16CQC41121 nikhilesh.p98@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Aatir Mohammed	7259795512	aatir.md@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Mrityunjay Nutan	9740952911	mrityunjaynutan@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Rishabh Thakur	7349524079	rishabh.thakur2317@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Bhoomika R	9902739039	bhoomika.ranganath.98@outlook.in BMS1613B0009	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Impana Suresh	9449279238	impanasureshblr@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Navaneetha Suresh	9901276646	navaneetha2507@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Lalitha Shree	9611865908	12lalitha@gmail.com	Dayanand Sagar Institutions	Shortlisted

Karthik Srirama
Recruitment Delivery



45
16CQC41057
Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 29-May-2019
Name : J.Gowthami Bai
Location : Karnataka,
Address : Flat No. 303, Vensar Homes No. 20, 14th Cross, 20th Main, BTM 1st Stage, Venkateshwara Layout, Marutnagar, ,
Bangalore, Karnataka - 560068

Dear J Gowthami ,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **24-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- ◆ Copies of Educational Certificates.
- ◆ Passport size photographs.
- ◆ Last payslip received from the previous employer.
- ◆ Clearance from previous employer.
- ◆ Address Proof.
- ◆ Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- ◆ PF documents (Form 11 & Form 2).
- ◆ Reference sheet form.
- ◆ Adherence to Anti Corruption Policy.

The URL for the link is: <http://careers.extramarks.com/index/filldetail/refId/MzlwNjY0Mjc=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **24-Jun-2019**.

Accepted

43

Letter of Interest

To J. GOWTHAMI BAI

16COC 41057

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPM.

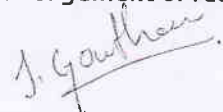
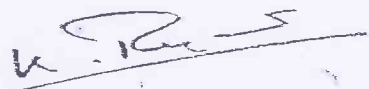
For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD

Signature:
Issuer's Name: AMLAN
Issuer's Emp. No.: 848225

Name: J. GOWTHAMI BAI
Date: 21 MAR 19
Location: Bangalore

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310
Plot Nos. 26/3, 26/4 and 26/6
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405
F 91 80 2852 2411

16CQC41061

Dear Jatin,

Further to our discussions, we are pleased to offer you the position of Trainee-IT Recruiter in Bangalore on the terms and conditions mutually discussed and agreed upon.

The CTC will be Rs. 2, 00,000/- per annum, subject to changes, if any, in accordance to the prevailing law. In regard to confirm your joining you are required to submit the following at the earliest:

1. Relevant Original copies of Academic /Professional attainments and work experience, which shall be returned on completion of referral check & verification,
2. Proof for Date of Birth, Address, Appointment, Relieving letter & TDS certificate from last 2 employers, last three months' pay slips, and appointment letter of current employer.
3. Provide the Name, address, email-id & contact numbers of two people who are in a responsible position/status in the society and well known to you for us to conduct the referral check. Please keep them informed that they may get an email/call for that purpose.
4. Six latest passport sizes color Photographs.

You will be on the training for a period; thereafter clearing the evaluation process you will enter the probation for a period of 6 months from the date of confirmation which will be based on your performance. In lieu of the training provided by us, you agree to work with us for a period of minimum 12 months from the date of joining.

To confirm that you have read, understood & accepted the terms of this appointment, please sign & return the duplicate copy of this letter for us process your formal Offer Letter to you on joining the organization. You will be given the Offer/Appointment Letters once they have completed their Graduation & join our company.

We take the opportunity to thank you and also welcome you on board. Look forward to a long term association with you.

Description: Description:

Description: Description:

Description: id:024ae4e-2d25

Thanks & Regards,

Namratha R

Associate-Talent Acquisition & HR

Advent Global Solutions INC

MLR Brigade center

Vanl Villas road, Basavangudi

Bangalore 560004

Direct : +91-7337719123

Email: namrathar@adventglobal.com | Web Site: <http://www.adventglobal.com>

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.



16CQC41061

Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 29-May-2019**Name** : Jatin K. Chandra**Location** : Karnataka,**Address** : Flat No. 303, Vensar Homes No. 20, 14th Cross, 20th Main, BTM 1st Stage, Venkateshwara Layout, Marutnagar, , Bangalore, Karnataka - 560068

Dear Jatin K. Chandra,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **24-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

Copies of Educational Certificates.

Passport size photographs.

Last payslip received from the previous employer.

Clearance from previous employer.

Address Proof.

Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).

PF documents (Form 11 & Form 2).

Reference sheet form.

Adherence to Anti Corruption Policy.

The URL for the link is: <http://careers.extramarks.com/index/filldetail/refId/MzIwNjY0Mjc=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **24-Jun-2019**.

Accepted _____

48

1600041065

Letter of Training

Dear Candidate,

CONGRATULATIONS!

You have been selected to attend the Training with NIIT for Accenture upon successful completion of the training you will going through the final panel round of interview. Further on your selection you will be appointed as **Customer Service Associate** based at Bangalore location.

A formal Offer letter with your date of joining will be issued to you upon your final selection by Accenture after completion of the training.

This letter is confidential and you agree and undertake to keep this letter and the contents thereof confidential. All the information shared with you at the time of selection process for the training regarding company shall be kept confidential.

The details for the training:

- NIIT, #74/2, 1st Floor, Sanjana Plaza, Elephant Rock Road, Jayanagar 3rd Block, Bengaluru, Karnataka 560011
- Date and time will be communicated to you shortly over phone as well as email.

You are informed to email the scan copy of the following documents at the earliest to harish.k@niit.com

- Updated Resume
- All Marks Cards (10th, 12th and Graduation)
- Aadhar Card.

For further details or clarification, please connect the under signed.

Note: Please share your PDF format of your resume without fail to (Kavya.P@niit.com) mention in subject line your name and collage name

Best wishes,
Jasbeer singh
Mobile: 8892692135
Email: jasbeer.dabola@niit.com

Note: This complete selection and training process is absolutely "FREE". NO money to be paid.



PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Requesting for Resumes of Student who have appeared for Online Assessments - ResourcePro

Sagri Gupta <Sagri_Gupta@resourcepro.in>

Mon, Apr 8, 2019 at 5:38 PM

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: CHINMAY KUMAR <ckd@myanatomy.in>, KIRAN KOTIAN MYANATOMY <ksk@myanatomy.in>, K M JaiKumar MyAnatomy <jaikumar@myanatomy.in>, GuruPrasad MyAnatomy <guruprasad@myanatomy.in>, Rupali Kaur MyAnatomy <rupalik@myanatomy.in>, Jyoti Prakash <jyotip@myanatomy.in>, campusplacementsdsi <campusplacementsdsi@dayanandasagar.edu>, Rahul Chatterjee MyAnatomy <rahulc@myanatomy.in>

Dear Payal Mam,

Greetings from ReSourcePro and Congratulations!

Please find below list of the students who have cleared our Final Interview process.

Name	E-Mail	College Name
Pranitha P 16CQC41140	pranitha178@gmail.com	Dayananda Sagar
Revanth Mula 16CQC26045	revanth.tittu@gmail.com	Dayananda Sagar
Aarthilaya S 16CQC41002	aarthilaya.s18@gmail.com	Dayananda Sagar
Kanishka J 16CQC41065	kanishkakani116@gmail.com	Dayananda Sagar

Thanks & Regards,

Sagri

SAGRI GUPTA

EXECUTIVE - TALENT

**iPrimed: Capgemini Final round Selects**

4 messages

Chandrakanth <Chandrakanth.P@iprimed.com>

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: shruthi.r@iprimed.com, Umar.Ghafer@iprimed.com, Dhanya Satya <dhanya.satya@iprimed.com>

Dear Ms. Payal,

Capgemini Final round Results : 25 – Jan 2019

No. of students attended : 11**No. of Selects : 08****No. of Rejects : 03****No. of students not attended : 02**

PFB

Sl No	Name	Mobile No	Mail ID	Graduation Stream	Graduation Year	Aggregate %	Final Status Update from Capgemini
1	Krishna Mohan s	8904422627	krishnamohan2627@gmail.com	BCOM	2019	61	Reject
2	VARUN NARAIN CMS171901003	9880624310	varun5.vn@gmail.com	BCOM	2019	75	Select
3	DHANUSH N G 168 MC41091	9916231541	dhanushng98@gmail.com	BCOM	2019	72	Select
4	REVANTH MULA 16CQC26045	9886364274	revanth.tittu@gmail.com	BCOM	2019	74	Select
5	Pranitha .P P 16CQC41140	8867906498	pranitha178@gmail.com	BCOM	2019	85	Select
6	PRASHANT KUMAR JHA CMS161500041	9535102722	kumarjha.prashant19@gmail.com	BCOM	2019	74	Select
7	Abhishek Gowda K L	7338445557	abhishek3098gowda@gmail.com	BCOM	2019	75	Reject
8	Aditya Prakash Patil	6360561268	2adityapatil1997@gmail.com	BCOM	2019	65	Reject
9	Kanishka J 16CQC41065	9743413073	kanishkakani118@gmail.com	BCOM	2019	72	Select
10	NIKHILESH P 16CQC41101	9738916215	nikhilesh.p98@gmail.com	BCOM	2019	67	Select
11	Ankit Yama CMS161500006	8210398322	ankityama604@gmail.com	BCOM	2019	71	Select
12	Akash A M	9620996268	akasha.m885@yahoo.com	BCOM	2019	69	No Show
13	SHARVANI B S	8197134390	sharvanibs141@gmail.com	BCOM	2019	86.16	No Show

Regards,

Sal Chandrakanth

Sr. Campus Connect - Lead



+91-8050035709 +91-80-49567211 Chandrakanth.p@iprimed.com





PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

50

Request for Campus Recruitment Drive: Kotak Securities Ltd

reema.mathew@kotak.com <reema.mathew@kotak.com>
 To: placement1@dayanandasagar.edu
 Cc: sreelakshmy14@gmail.com

Fri, Jun 28, 2019 at 3:51 PM

Hi Payal

Thank you for all the support extended.

We had 6 students from your campus for interview, out of which 4 are been selected.

Mohammed Aleem
Swathi K R
Karthik D
Suraj J

17CQCMD077

166JC26052

16CQC41067 ✓

166JC41099

Since Swathi and Suraj have backlogs we are awaiting internal approval to onboard them and Karthik has to get his PAN to release offer letter.

Regards,

Reema

Ph: 95139 85895

From: PAYAL DSI PLACEMENT [mailto:placement1@dayanandasagar.edu]

Sent: 28 June 2019 15:49

To: reema mathew (HRD, KSL) <reema.mathew@kotak.com>

Cc: sreelakshmy m <sreelakshmy14@gmail.com>

Subject: Re: Request for Campus Recruitment Drive: Kotak Securities Ltd

""The Sender of this email is from non Kotak domain""



PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

LOI- Shortlisted for HPE

16C0C41068

Neha Chadha <neha.c@randstad.in>

Tue, Mar 19, 2019 at 10:56 PM

To: Kavyaraj8861s@gmail.com

Cc: Amit Singh <amitkumar.s@randstad.in>, placement1@dayanandasagar.edu, Neha Chadha <neha.c@randstad.in>

Dear Kavya,

We are pleased to inform that you have been shortlisted by Randstad India Private Limited for deploying your services to our client Hewlett Packard Enterprise.

The next step would be that you shall be interviewed by our Client HPE.

A provisional offer would be rolled out to you with the details of the position offered and the salary structure will be discussed / shared with you, upon selection in final round of an interview.

Should you have any queries, you may contact by phone / by email.

Neha Chadha
Recruitment Specialist

Randstad India Private Ltd.

#147, 2nd Floor, Anjaneya Tech Park, Old Airport Road, Kodihalli
Bangalore - 560 008, India
neha.c@randstad.in
www.randstad.in



[Quoted text hidden]



Dayananda Sagar Institutions

PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

16c @C41068

LOI- Shortlisted for HPE**Neha Chadha** <neha.c@randstad.in>

Tue, Mar 19, 2019 at 10:56 PM

To: Kaviyaraj8861s@gmail.com

Cc: Amit Singh <amitkumar.s@randstad.in>, placement1@dayanandasagar.edu, Neha Chadha <neha.c@randstad.in>

Dear Kavya,

We are pleased to inform that you have been shortlisted by Randstad India Private Limited for deploying your services to our client Hewlett Packard Enterprise.

The next step would be that you shall be interviewed by our Client HPE.

A provisional offer would be rolled out to you with the details of the position offered and the salary structure will be discussed / shared with you, upon selection in final round of an interview.

Should you have any queries, you may contact by phone / by email.

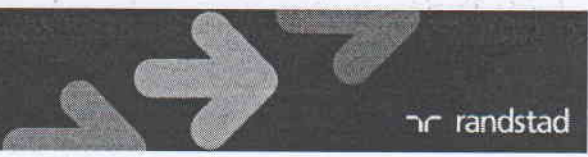
Neha Chadha
Recruitment Specialist

Randstad India Private Ltd.

#147, 2nd Floor, Anjaneya Tech Park, Old Airport Road, Kodihalli
Bangalore - 560 008, India
neha.c@randstad.in
www.randstad.in

human

forward.

randstad

[Quoted text hidden]

52
16E0C41068

Dear Kaya,

Further to our discussions, we are pleased to offer you the position of **Trainee-IT Recruiter** in **Bangalore** on the terms and conditions mutually discussed and agreed upon.

The CTC will be **Rs. 2, 00,000/- per annum**, subject to changes, if any, in accordance to the prevailing law. In regard to confirm your joining you are required to submit the following at the earliest:

1. Relevant Original copies of Academic /Professional attainments and work experience, which shall be returned on completion of referral check & verification,
2. Proof for Date of Birth, Address, Appointment, Relieving letter & TDS certificate from last 2 employers, last three months' pay slips, and appointment letter of current employer.
3. Provide the Name, address, email-id & contact numbers of two people who are in a responsible position/status in the society and well known to you for us to conduct the referral check. Please keep them informed that they may get an email/call for that purpose.
4. Six latest passport sizes color Photographs.

You will be on the training for a period; thereafter clearing the evaluation process you will enter the probation for a period of 6 months from the date of confirmation which will be based on your performance. In lieu of the training provided by us, you agree to work with us for a period of minimum 12 months from the date of joining.

To confirm that you have read, understood & accepted the terms of this appointment, please sign & return the duplicate copy of this letter for us process your formal Offer Letter to you on joining the organization. You will be given the Offer/Appointment Letters once they have completed their Graduation & join our company.

We take the opportunity to thank you and also welcome you on board. Look forward to a long term association with you.

Description: Description:

Description: Description:

Description: cid:021001e-2d35

Thanks & Regards,

Namratha R

Associate-Talent Acquisition & HR

Advent Global Solutions INC

MLR Brigade center

Vani Vilas road, Basavangudi

Bangalore 560004

Direct : +91-7337719123

Email: namrathar@adventglobal.com | Web Site: <http://www.adventglobal.com>

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.



Bhanumathi K N <bhanumathi.kn@gmail.com>

Fwd: CONGRATULATIONS!

16C0041068

PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>
To: BHANUMATHI.KN@gmail.com

Mon, May 20, 2019 at 3:24 PM

TAKE 6 PRINTS

*Payal Mandal*

*Manager - Training & Placement
Dayananda Sagar Institutions
Shavige Malleshwara Hills,
Kumaraswamy Layout,
Bangalore, Karnataka
Mobile: +91 9916986979
Landline: 080-42161749*

www.dayanandasagar.edu

----- Forwarded message -----

From: **Jasbeer Singh Dabola** <Jasbeer.Dabola@niit.com>

Date: Mon, May 20, 2019 at 12:38 PM

Subject: CONGRATULATIONS!

To:

Cc: Harish Setty K <Harish.K@niit.com>, Kavya N P <Kavya.P@niit.com>

Letter of Training**Dear Candidate,****CONGRATULATIONS!**

You have been selected to attend the Training with NIIT for Accenture upon successful completion of the training you will going through the final panel round of interview. Further on your selection you will be appointed as **Customer Service Associate** based at Bangalore location.

A formal Offer letter with your date of joining will be issued to you upon your final selection by Accenture after completion of the training.

This letter is confidential and you agree and undertake to keep this letter and the contents thereof confidential. All the information shared with you at the time of selection process for the training regarding company shall be kept confidential.

<https://mail.google.com/mail/u/0?ik=cdd60cba69&view=pt&search=all&permmsgid=msg-f%3A1634044231178400595&siml=msg-f%3A16340442311...> 1/3

The details for the training:

- NIIT, #74/2, 1st Floor, Sanjana Plaza, Elephant Rock Road, Jayanagar 3rd Block, Bengaluru, Karnataka 560011
- Date and time will be communicated to you shortly over phone as well as email.

You are informed to email the scan copy of the following documents at the earliest to harish.k@niit.com

- Updated Resume
- All Marks Cards (10th, 12th and Graduation)
- Aadhar Card.

For further details or clarification, please connect the under signed.

Note: Please share your PDF format of your resume without fail to (Kavya.P@niit.com) mention in subject line your name and collage name

Best wishes,

Jasbeer singh

Mobile: 8892692135

Email: jasbeer.dabola@niit.com

Note: This complete selection and training process is absolutely "FREE". NO money to be paid.

Visit us at: <http://www.niit.com>

Follow us on: <http://www.twitter.com/niitltd>

JD - Telligent Support LLP**Sekar Srinivasan** <sekar.srinivasan@teambler.com>

Thu, Mar 7, 2019 at 6:14 PM

To: placement1@dayanandasagar.edu

Cc: Vinay Sachdev <vinay.sachdev@teambler.com>, Rashmya <rashmya@teambler.com>, Manoj Kumar <manoj.kumar@teambler.com>

Hi Payal,

Please find the status of students mentioned below.

Sno	Name	DOI	DOB	Contact No	Email ID	Status
1	TABISH ANSARI	7-Mar-19	8-Oct-98	8050497347	tabi.ansari@gmail.com	Test Reject
2	RANGANATHA	7-Mar-19	20-Jul-99	7022280797	ranganath0707@gmail.com	Test Reject
3	SHRUTHI	7-Mar-19	22-Apr-97	9830118561	shrutipandeyhwh@gmail.com	Test Reject
4	ANIKTHA RAMYA	7-Mar-19	30-Aug-97	9972879484	ankitharamyajamdur@gmail.com	Operation Reject
5	NISAMUDHEEN	7-Mar-19	24-Dec-97	9539618415	nisamv97@gmail.com	Test Reject
6	SYED	7-Mar-19	12-Apr-98	8660470792	syedliyakath12498@gmail.com	Select(Offered) 16CQC41193
7	AJITHA ANGELIN	7-Mar-19	15-Jun-96	9902272558	ajithaangel15@yhaoo.com	Select(Offered)
8	MULA REVATH	7-Mar-19	18-Jun-97	9886364274	revanth.titu@gmail.com	Select(Offered)
9	KAVYA R	7-Mar-19	15-Jan-98	9036364625	kavyaguru017@gmail.com	Select(Offered) 16CQC41068

Regards

Sekar S

From: PAYAL DSI PLACEMENT [mailto:placement1@dayanandasagar.edu]**Sent:** 06 March 2019 12:26**To:** Sekar Srinivasan**Cc:** Rashmya; Vinay Sachdev**Subject:** Re: FW: JD - Telligent Support LLP

Sharing a revised list for your reference.

Payal Mandal
Manager - Training & Placement
Dayananda Sagar Institutions
Shavige Malleshwara Hills,
Kumaraswamy Layout,
Bangalore, Karnataka
Mobile: +91 9916986979
Landline: 080-42161749

16C8CH1095
2019

55

B-Com



11th March, 2019

Sub: Offer of employment by Pin Click

Dear MOHAMMED AMAAN,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of "Property Advisor", with effect from 1st July, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	MOHAMMED AMAAN	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	01-July -2019	
	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
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(3-4 Meeting Per day)	6000	72,000
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	*Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
Note: * Performance Enhanced Incentives Is Target Based. * The Offer/ Salary Is Subjective To Completion Of Training *During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total CTC=3,72,000 INR.			



Capgemini Final round Results - Feb'07

Chandrakanth <Chandrakanth.P@iprimed.com>

Tue, Feb 12, 2019

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: Dhanya Satya <dhanya.satya@iprimed.com>, Umar.Ghaffer@iprimed.com, Shruthi <shruthi.r@iprimed.com>

Dear Payal,

Sharing you the Final Round Results of Capgemini conducted on Feb - 07

No. of Students : 12

Rejects : 0

Selects : 07

No show : 05

PFB

Name	Mobile No	Mail ID	Graduation Stream	Graduation Year	Final Status Update from Capgemini	College Name
Monish N 16CQC41106	9740500347	monishnagaraj.35@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Ankitha Ramya Jandur 1667C26806	9972879484	ankitharamyajandur@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Vyshnavi pasuparthi	8861719677	vyshnavikutti3@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Shahda Khan	7795135074	khanshahdakhan@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Manoj Kumar Chaudhary	9454098102	manojchaudharymc0@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Bhagyashree Murthy	9019361999	bhagyabmk304@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Tabish null Ansari 16CQC41194	8050497347	tabi.ansari@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Mohith N 16CQC41105	8884104132	mohithakil555@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Amith null Pawar 16CQC41015	9902016883	amithpawar52@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Kavya Null R	8861759586	kavyaraj8861s@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Srikanth K 16CQC41183	9844274761	srikanthkeshav1998@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Aishwarya 16CQC41009	8867171136	itsaishwarya04@gmail.com	BCOM	2019	Select	Dayanad Sagar College

Regards,

Sai Chandrakanth

Sr. Campus Connect - Lead



16CAC41106

56

iPrimed: Confirmation Letter - Capgemini

1 message

Chandrakanth <Chandrakanth.P@iprimed.com>
Cc: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Mon, Apr 1, 2019 at 5:21 PM



A NASSCOM Member



Dear Candidate,

Congratulations!!!

This is with reference to the interview you had with **Capgemini**. **Capgemini SE**, is a French multinational information technology consulting corporation headquartered in Paris, France.^[3] It provides IT services and is one of the world's largest IT consulting, outsourcing and professional services companies with almost 190,000 employees in over 40 countries.

We are delighted to inform you that you have cleared your interview and have been selected to attend on the job training.

Your training duration will be for 4 - 6 weeks. *(Dates will be announce after successful completion of your Exams)

On successful completion of the training, you will be posted in Capgemini.

Designation: Process Associate (NON- VOICE profile) – Finance &Accounts

Training date and location will be shared shortly.

Documents to Carry: Address proof, Government ID Proof, Educational Documents (Worksheets, Graduation Certificate), Updated Resume, Hard copy of this e-mail.

Good Luck for your training.

Regards,



Internship Proposal

Sonia Singh <sonia.gridlle@gmail.com>

Wed, Dec 19, 2018 at 5:07 PM

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: "srikanth.r.s.nair" <srikanth.r.s.nair@gmail.com>, Smriti Simantika <smriti.gridlle@gmail.com>

Dear Ms. Payal Mandal,

We have short listed the students for Internship. For the orientation there were only 16 students who showed up. These are the selected students

AAQIB AHMED R	RAFIQ AHMED	MALE	ahmedaaqib98@gmail.com	8867357742
SATHISH C K	KUNNE GOWDA	MALE	sck9399@gmail.com	9972725413
RAKSHITHA R	RAMAKRISHNA P	FEMALE	Rakshita1317@gmail.com	7899047372
TABISH ANSARI	ABDUL BASIT ANSARI	MALE	tabi.ansari@gmail.com	8050497347
MOHAMMED UMAR	ANSAR PASHA	MALE	umam0231@gmail.com	9066393211
MRUDULA C	SREEMALI C	FEMALE	mrudula479@gmail.com	7026227007
MULA REVANTH	M VENKATESWARA RAO	MALE	revanth.tittu@gmail.com	9886364274
B S SHARVANI	V R SRIDHAR	FEMALE	sharvanibs@gmail.com	8197134390
TRISHALA R	RAJENDRA M.	FEMALE	trishalaraj8@gmail.com	9900225439
PARVATHY J	R JAGANNATH	FEMALE	paru.cutiepie@gmail.com	9901276670

160241148
160241194
160241107

We will conduct a training program for them on 5th Jan 2019, at Century Club Bangalore starting at 3pm.

We would like you to inform the selected students regarding the training dates and venue

Thanks and Regards,

Sonia Singh
Gridlle Technologies Pvt Ltd
+91 9986440998

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[Quoted text hidden]

<Gridlle technologies _ BBA BCOM.xlsx>

Letter of Interest

To MRUDULA · C

160004107

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPM.


For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

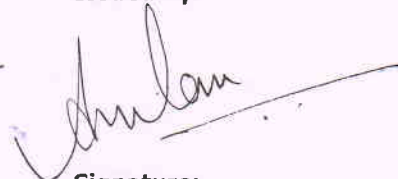
For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD



Signature:
Issuer's Name: AMLAN
Issuer's Emp. No.: 848225

Name: MRUDULA · C
Date: 21 Mar 2019
Location BANGALORE

**iPrimed: Capgemini Final round Selects**

4 messages

Chandrakanth <Chandrakanth.P@iprimed.com>

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: shruthi.r@iprimed.com, Umar.Ghafer@iprimed.com, Dhanya Satya <dhanya.satya@iprimed.com>

Dear Ms. Payal,

Capgemini Final round Results : 25 – Jan 2019

No. of students attended : 11**No. of Selects : 08****No. of Rejects : 03****No. of students not attended : 02**

PFB

Sl No	Name	Mobile No	Mail ID	Graduation Stream	Graduation Year	Aggregate %	Final Status Update from Capgemini
1	Krishna Mohan s	8904422627	krishnamohan2627@gmail.com	BCOM	2019	61	Reject
2	VARUN NARAIN CMS171901003	9880624310	varun5.vn@gmail.com	BCOM	2019	75	Select
3	DHANUSH N G 168 MC41091	9916231541	dhanushng98@gmail.com	BCOM	2019	72	Select
4	REVANTH MULA 16CQC26045	9886364274	revanth.tittu@gmail.com	BCOM	2019	74	Select
5	Pranitha .P P 16CQC41140	8867906498	pranitha178@gmail.com	BCOM	2019	85	Select
6	PRASHANT KUMAR JHA CMS161500041	9535102722	kumarjha.prashant19@gmail.com	BCOM	2019	74	Select
7	Abhishek Gowda K L	7338445557	abhishek3098gowda@gmail.com	BCOM	2019	75	Reject
8	Aditya Prakash Patil	6360561268	2adityapatil1997@gmail.com	BCOM	2019	65	Reject
9	Kanishka J 16CQC41065	9743413073	kanishkakani118@gmail.com	BCOM	2019	72	Select
10	NIKHILESH P 16CQC41101	9738916215	nikhilesh.p98@gmail.com	BCOM	2019	67	Select
11	Ankit Yama CMS161500006	8210398322	ankityama604@gmail.com	BCOM	2019	71	Select
12	Akash A M	9620996268	akasha.m885@yahoo.com	BCOM	2019	69	No Show
13	SHARVANI B S	8197134390	sharvanibs141@gmail.com	BCOM	2019	86.16	No Show

Regards,

Sal Chandrakanth

Sr. Campus Connect - Lead



+91-8050035709 +91-80-49567211 Chandrakanth.p@iprimed.com





PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Requesting for Resumes of Student who have appeared for Online Assessments - ResourcePro

Sagri Gupta <Sagri_Gupta@resourcepro.in>

Mon, Apr 8, 2019 at 5:38 PM

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: CHINMAY KUMAR <ckd@myanatomy.in>, KIRAN KOTIAN MYANATOMY <ksk@myanatomy.in>, K M JaiKumar MyAnatomy <jaikumar@myanatomy.in>, GuruPrasad MyAnatomy <guruprasad@myanatomy.in>, Rupali Kaur MyAnatomy <rupalik@myanatomy.in>, Jyoti Prakash <jyotip@myanatomy.in>, campusplacementsdsi <campusplacementsdsi@dayanandasagar.edu>, Rahul Chatterjee MyAnatomy <rahulc@myanatomy.in>

Dear Payal Mam,

Greetings from ReSourcePro and Congratulations!

Please find below list of the students who have cleared our Final Interview process.

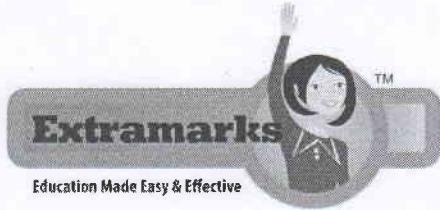
Name	E-Mail	College Name
Pranitha P 16CQC41140	pranitha178@gmail.com	Dayananda Sagar
Revanth Mula 16CQC26045	revanth.tittu@gmail.com	Dayananda Sagar
Aarthilaya S 16CQC41002	aarthilaya.s18@gmail.com	Dayananda Sagar
Kanishka J 16CQC41065	kanishkakani116@gmail.com	Dayananda Sagar

Thanks & Regards,

Sagri

SAGRI GUPTA

EXECUTIVE - TALENT



57
1600041110

Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 29-May-2019
Name : Nameera Rabbani
Location : Karnataka,
Address : Flat No. 303, Vensar Homes No. 20, 14th Cross, 20th Main, BTM 1st Stage, Venkateshwara Layout, Marutnagar, ,
Bangalore, Karnataka - 560068

Dear Nameera Rabbani,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **24-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <http://careers.extramarks.com/index/filldetail/refId/MzIwNjY0Mjc=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **24-Jun-2019**.

Accepted

**iPrimed: Capgemini Final round Selects**

4 messages

Chandrakanth <Chandrakanth.P@iprimed.com>

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: shruthi.r@iprimed.com, Umar.Ghafer@iprimed.com, Dhanya Satya <dhanya.satya@iprimed.com>

Dear Ms. Payal,

Capgemini Final round Results : 25 – Jan 2019

No. of students attended : 11**No. of Selects : 08****No. of Rejects : 03****No. of students not attended : 02**

PFB

Sl No	Name	Mobile No	Mail ID	Graduation Stream	Graduation Year	Aggregate %	Final Status Update from Capgemini
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3	DHANUSH N G 168 MC41091	9916231541	dhanushng98@gmail.com	BCOM	2019	72	Select
4	REVANTH MULA 16CQC26045	9886364274	revanth.tittu@gmail.com	BCOM	2019	74	Select
5	Pranitha .P P 16CQC41140	8867906498	pranitha178@gmail.com	BCOM	2019	85	Select
6	PRASHANT KUMAR JHA CMS161500041	9535102722	kumarjha.prashant19@gmail.com	BCOM	2019	74	Select
7	Abhishek Gowda K L	7338445557	abhishek3098gowda@gmail.com	BCOM	2019	75	Reject
8	Aditya Prakash Patil	6360561268	2adityapatil1997@gmail.com	BCOM	2019	65	Reject
9	Kanishka J 16CQC41065	9743413073	kanishkakani118@gmail.com	BCOM	2019	72	Select
10	NIKHILESH P 16CQC41101	9738916215	nikhilesh.p98@gmail.com	BCOM	2019	67	Select
11	Ankit Yama CMS161500006	8210398322	ankityama604@gmail.com	BCOM	2019	71	Select
12	Akash A M	9620996268	akasha.m885@yahoo.com	BCOM	2019	69	No Show
13	SHARVANI B S	8197134390	sharvanibs141@gmail.com	BCOM	2019	86.16	No Show

Regards,

Sal Chandrakanth

Sr. Campus Connect - Lead



+91-8050035709 +91-80-49567211 Chandrakanth.p@iprimed.com





Vishmi V Rai

Agraja Shailsh, 403, Hoigebail Road, Ashok Nagar, Mangalore-575006

24 July 2019

Dear Vishmi,

Subject: Offer letter

We are pleased to offer you a position of **Associate** in PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited (hereinafter, the "Company" or "PwC SDC") on **24 July 2019**, subject to the terms and conditions attached hereto in Appendices A and B.

Your base office location will be **Bangalore**.

Your **Fixed Compensation** will be Rs. **373000** as detailed in Appendix A. In addition to that, you may be eligible for performance incentives as indicated in Appendix A and benefits as determined by the Company's policy. Review of your performance and compensation would be done periodically in line with the Company's policies. You will also be eligible to participate in learning and development programs as determined relevant for your professional and functional growth using the Company's training policy.

Appendix B lists the broad terms and conditions of service governing your employment with the Company. These are subject to change from time to time. You will be expected to carefully read, and keep yourself informed of, the policies of the Company as announced or amended from time to time.

It is important to note that the Company has a documented Human Capital Manual and Policy (hereinafter, the "HC Policy"). The HC Policy contains, inter alia, various important provisions relating to leave, notice period, independence policy, etc. which are applicable to staff members. Such provisions of the HC Policy shall, by reference, be deemed to be part of your employment contract with the Company.

As an employee of the Company, you are requested to go through the HC Policy or any amendment thereto carefully to fully understand these provisions. In the event of any inconsistency between this employment contract and the HC Policy, the provisions of the HC Policy shall supersede.

This offer of employment is valid for a period of seven calendar days only. To confirm your acceptance to this employment offer, please initial all the pages and put your signature on the declaration at the last page of this letter and return to us the duplicate copy of the entire agreement duly initiated and signed within **Four days** of receiving the offer letter indicating the date of joining.

PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited,
Registered Office: 13th Floor, South City Pinnacle, Plot No. X1-1 Block EP, Sector V, Salt Lake, Kolkata-700 091
T: +91 (33) 66209018, Email id: pwcsdc@xa.pwc.com, Website: <https://www.pwc.in/sdc.html>

CIN: U72200WB2010PTC142115



We take pride in being an employer of choice and would like to welcome you to join this Company and contribute to our successes.

We look forward to a long and mutually beneficial relationship with you.

Yours faithfully,

For and on behalf of-
PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited

Sanchita Sanyal

Authorised Signatory

24/7/19
Date

Vishmi V Rai

25/07/19
Date

PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited,
Registered Office: 13th Floor, South City Pinnacle, Plot No. X1-1 Block EP, Sector V, Salt Lake, Kolkata-700 091
T: +91 (33) 66209018, Email id: pwcsdc@xa.pwc.com, Website: <https://www.pwc.in/sdc.html>

CIN: U72200WB2010PTC142115



Appendix A

This section outlines the details of your compensation. Please contact me if you have any queries or clarifications.

24 July 2019

Name: Vishmi V Rai

Designation: Associate

Location: Bangalore

Compensation details

Components	Per Annum (Rs)
Basic	130000
House Rent Allowance	65000
Provident Fund (Employer's Contribution)	15600
Statutory Bonus	16800
Special Allowance	13212
Reimbursable Flexible Benefit (RFB)	84388
City Differential allowance (CDA)	27000
Total	352000
Meal Vouchers	13200
Out of office connectivity reimbursement	7800
Fixed Compensation	373000
Benefits (Estimated Value)	
Group Personal Accident Insurance	381
Medical Insurance	22,600
Group Life Insurance	1,290
Bus Subsidy	34,680
Total Benefits	58,951
Gratuity	As per provisions of prevailing regulations of Payment of Gratuity Act 1972

All the above benefits are as per Company's policies and may have tax implications. They are subject to change from time to time and depend on entitlement policy. Benefits if not availed cannot be claimed as cash equivalent

All the above amounts are based on a full year of service and the amount payable would be determined pro-rata based on the number of days that you serve with the Company during the applicable financial year. The City Differential Allowance (CDA) would be directly dependent on the base office location.

PricewaterhouseCoopers Service Delivery Center (Kolkata) Private Limited,
Registered Office: 13th Floor, South City Pinnacle, Plot No. X1-1 Block EP, Sector V, Salt Lake, Kolkata-700 091
T: +91 (33) 66209018, Email id: pwcsdc@xa.pwc.com, Website: <https://www.pwc.in/sdc.html>

CIN: U72200WB2010PTC142115

1600C41047

42

Document # HR/TA/Temp/0003 Infosys BPM Ltd JL 2 Campus Letter of Interest



Letter of Interest

To **GEETHANJALI K.R**

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPM.

For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:

Raghavendra K
Senior Vice President &
Global Head- HRD

Signature:
Issuer's Name: **Mr. Amlan**
Issuer's Emp. No.: **848225**

Name: **GEETHANJALI K.R**
Date: **12/03/19**
Location: **BANGALORE**

HR/TA/Temp/0003 Version: 1.1 Company confidential Copy If Printed 1 of 1

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310
Plot Nos. 26/3, 26/4 and 26/6
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405
F 91 80 2852 2411

***IBM Confidential - IBM Campus Drive -DSI**

Karthik K Srirama <kasrirak@in.ibm.com>
 To: placement1@dayanandasagar.edu
 Cc: Deepak A Kumar2 <deepakkumar@in.ibm.com>

Fri, Jun 21, 2019 at 10:32 AM

Dear Placement officer,

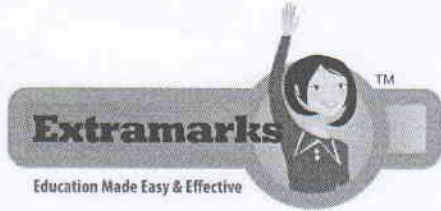
PFB details for the students shortlisted from the event held at you college on 12-Feb-2019. We would be initiating the offer process for the short-listed students at the earliest.

Thank you for all your support and apologies for the delay.

Event Name	Event Date	Event Location	Candidate Name	Mobile No	Emai ID	College Name	Remarks
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Lavanya Krishna B	8722172014	lavanyakrishnabk@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	N Hepsiba Monica	8904865189	hepi465@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Rabiya Tabussum	9741053020	rabishot@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Sahanashree B A	8971288724	sahnashree@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	J.Gowthami Bai	8147079346	plam TG CQC41057 jgowthamisingh@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Pruthvi C	9448982897	pruthvi.shekar1347@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	P.Amrita	8971363441	amrithabghs@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Yashaswini N	9742350350	yashunatesh@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Parameshwari R	7090739122	roshini.rose777.pr@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Sai Nikhil N	9986800682	DSBSPGDMA1719 nikhilnick@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Syed Abdul Rehman	8867356768	syedabdulrehman886@gmail.com	Dayanand Sagar Institutions	Shortlisted

Dayanand Sagar Institutions	12-Feb-19	Bangalore	Taufeeq Ahmad Gani	9108699055	taufeeqahmad99@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	TUSHAR SHARMA	8792280092	tushar.shams@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Dheeraj S	8277703966	166JC26016 dheerajr06@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Rahul Prasad Singh	9663501920	rahulprasadsingh1857@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Amith Pawar	9902016883	B.COM 16CQC41015 amithpawar52@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Mula Revanth	9886364274	B.AO 16CQC26045 revanth.tittu@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Bhavana D kumar	9731030814	bhavanakumar3030@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Pragathi C Acharya	9739316763	pragathi.acharya.c@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Ramesh Kumar	9008852142	arjunroy32044@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	NIKHILESH P	9738916215	B.COM 16CQC41121 nikhilesh.p98@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Aatir Mohammed	7259795512	aatir.md@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Mrityunjay Nutan	9740952911	mrityunjaynutan@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Rishabh Thakur	7349524079	rishabh.thakur2317@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Bhoomika R	9902739039	bhoomika.ranganath.98@outlook.in BMS1613B0009	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Impana Suresh	9449279238	impanasureshblr@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Navaneetha Suresh	9901276646	navaneetha2507@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Lalitha Shree	9611865908	12lalitha@gmail.com	Dayanand Sagar Institutions	Shortlisted

Karthik Srirama
Recruitment Delivery



45
16CQC41057
Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 29-May-2019
Name : J.Gowthami Bai
Location : Karnataka,
Address : Flat No. 303, Vensar Homes No. 20, 14th Cross, 20th Main, BTM 1st Stage, Venkateshwara Layout, Marutnagar, ,
Bangalore, Karnataka - 560068

Dear J Gowthami ,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **24-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- ◆ Copies of Educational Certificates.
- ◆ Passport size photographs.
- ◆ Last payslip received from the previous employer.
- ◆ Clearance from previous employer.
- ◆ Address Proof.
- ◆ Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- ◆ PF documents (Form 11 & Form 2).
- ◆ Reference sheet form.
- ◆ Adherence to Anti Corruption Policy.

The URL for the link is: <http://careers.extramarks.com/index/filldetail/refId/MzIwNjY0Mjc=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **24-Jun-2019**.

Accepted

43

Letter of Interest

To J. GOWTHAMI BAI

16COC 41057

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPM.

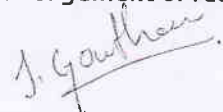
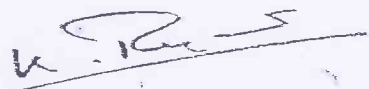
For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD

Signature:
Issuer's Name: AMLAN
Issuer's Emp. No.: 848225

Name: J. GOWTHAMI BAI
Date: 21 MAR 19
Location Bangalore

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310
Plot Nos. 26/3, 26/4 and 26/6
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405
F 91 80 2852 2411

16CQC41061

Dear Jatin,

Further to our discussions, we are pleased to offer you the position of Trainee-IT Recruiter in Bangalore on the terms and conditions mutually discussed and agreed upon.

The CTC will be Rs. 2, 00,000/- per annum, subject to changes, if any, in accordance to the prevailing law. In regard to confirm your joining you are required to submit the following at the earliest:

1. Relevant Original copies of Academic /Professional attainments and work experience, which shall be returned on completion of referral check & verification,
2. Proof for Date of Birth, Address, Appointment, Relieving letter & TDS certificate from last 2 employers, last three months' pay slips, and appointment letter of current employer.
3. Provide the Name, address, email-id & contact numbers of two people who are in a responsible position/status in the society and well known to you for us to conduct the referral check. Please keep them informed that they may get an email/call for that purpose.
4. Six latest passport sizes color Photographs.

You will be on the training for a period; thereafter clearing the evaluation process you will enter the probation for a period of 6 months from the date of confirmation which will be based on your performance. In lieu of the training provided by us, you agree to work with us for a period of minimum 12 months from the date of joining.

To confirm that you have read, understood & accepted the terms of this appointment, please sign & return the duplicate copy of this letter for us process your formal Offer Letter to you on joining the organization. You will be given the Offer/Appointment Letters once they have completed their Graduation & join our company.

We take the opportunity to thank you and also welcome you on board. Look forward to a long term association with you.

Description: Description:

Description: Description:

Description: id:024ae4e-2d25

Thanks & Regards,

Namratha R

Associate-Talent Acquisition & HR

Advent Global Solutions INC

MLR Brigade center

Vanl Villas road, Basavangudi

Bangalore 560004

Direct : +91-7337719123

Email: namrathar@adventglobal.com | Web Site: <http://www.adventglobal.com>

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.



16CQC41061

Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 29-May-2019**Name** : Jatin K. Chandra**Location** : Karnataka,**Address** : Flat No. 303, Vensar Homes No. 20, 14th Cross, 20th Main, BTM 1st Stage, Venkateshwara Layout, Marutnagar, , Bangalore, Karnataka - 560068

Dear Jatin K. Chandra,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **24-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

Copies of Educational Certificates.

Passport size photographs.

Last payslip received from the previous employer.

Clearance from previous employer.

Address Proof.

Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).

PF documents (Form 11 & Form 2).

Reference sheet form.

Adherence to Anti Corruption Policy.

The URL for the link is: <http://careers.extramarks.com/index/filldetail/refId/MzIwNjY0Mjc=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **24-Jun-2019**.

Accepted _____

48

1600041065

Letter of Training

Dear Candidate,

CONGRATULATIONS!

You have been selected to attend the Training with NIIT for Accenture upon successful completion of the training you will going through the final panel round of interview. Further on your selection you will be appointed as **Customer Service Associate** based at Bangalore location.

A formal Offer letter with your date of joining will be issued to you upon your final selection by Accenture after completion of the training.

This letter is confidential and you agree and undertake to keep this letter and the contents thereof confidential. All the information shared with you at the time of selection process for the training regarding company shall be kept confidential.

The details for the training:

- NIIT, #74/2, 1st Floor, Sanjana Plaza, Elephant Rock Road, Jayanagar 3rd Block, Bengaluru, Karnataka 560011
- Date and time will be communicated to you shortly over phone as well as email.

You are informed to email the scan copy of the following documents at the earliest to harish.k@niit.com

- Updated Resume
- All Marks Cards (10th, 12th and Graduation)
- Aadhar Card.

For further details or clarification, please connect the under signed.

Note: Please share your PDF format of your resume without fail to (Kavya.P@niit.com) mention in subject line your name and collage name

Best wishes,
Jasbeer singh
Mobile: 8892692135
Email: jasbeer.dabola@niit.com

Note: This complete selection and training process is absolutely "FREE". NO money to be paid.



PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Requesting for Resumes of Student who have appeared for Online Assessments - ResourcePro

Sagri Gupta <Sagri_Gupta@resourcepro.in>

Mon, Apr 8, 2019 at 5:38 PM

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: CHINMAY KUMAR <ckd@myanatomy.in>, KIRAN KOTIAN MYANATOMY <ksk@myanatomy.in>, K M JaiKumar MyAnatomy <jaikumar@myanatomy.in>, GuruPrasad MyAnatomy <guruprasad@myanatomy.in>, Rupali Kaur MyAnatomy <rupalik@myanatomy.in>, Jyoti Prakash <jyotip@myanatomy.in>, campusplacementsdsi <campusplacementsdsi@dayanandasagar.edu>, Rahul Chatterjee MyAnatomy <rahulc@myanatomy.in>

Dear Payal Mam,

Greetings from ReSourcePro and Congratulations!

Please find below list of the students who have cleared our Final Interview process.

Name	E-Mail	College Name
Pranitha P 16CQC41140	pranitha178@gmail.com	Dayananda Sagar
Revanth Mula 16CQC26045	revanth.tittu@gmail.com	Dayananda Sagar
Aarthilaya S 16CQC41002	aarthilaya.s18@gmail.com	Dayananda Sagar
Kanishka J 16CQC41065	kanishkakani116@gmail.com	Dayananda Sagar

Thanks & Regards,

Sagri

SAGRI GUPTA

EXECUTIVE - TALENT

**iPrimed: Capgemini Final round Selects**

4 messages

Chandrakanth <Chandrakanth.P@iprimed.com>

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: shruthi.r@iprimed.com, Umar.Ghafer@iprimed.com, Dhanya Satya <dhanya.satya@iprimed.com>

Dear Ms. Payal,

Capgemini Final round Results : 25 – Jan 2019

No. of students attended : 11**No. of Selects : 08****No. of Rejects : 03****No. of students not attended : 02**

PFB

Sl No	Name	Mobile No	Mail ID	Graduation Stream	Graduation Year	Aggregate %	Final Status Update from Capgemini
1	Krishna Mohan s	8904422627	krishnamohan2627@gmail.com	BCOM	2019	61	Reject
2	VARUN NARAIN CMS171901003	9880624310	varun5.vn@gmail.com	BCOM	2019	75	Select
3	DHANUSH N G 168 MC41091	9916231541	dhanushng98@gmail.com	BCOM	2019	72	Select
4	REVANTH MULA 16CQC26045	9886364274	revanth.tittu@gmail.com	BCOM	2019	74	Select
5	Pranitha .P P 16CQC41140	8867906498	pranitha178@gmail.com	BCOM	2019	85	Select
6	PRASHANT KUMAR JHA CMS161500041	9535102722	kumarjha.prashant19@gmail.com	BCOM	2019	74	Select
7	Abhishek Gowda K L	7338445557	abhishek3098gowda@gmail.com	BCOM	2019	75	Reject
8	Aditya Prakash Patil	6360561268	2adityapatil1997@gmail.com	BCOM	2019	65	Reject
9	Kanishka J 16CQC41065	9743413073	kanishkakani118@gmail.com	BCOM	2019	72	Select
10	NIKHILESH P 16CQC41101	9738916215	nikhilesh.p98@gmail.com	BCOM	2019	67	Select
11	Ankit Yama CMS161500006	8210398322	ankityama604@gmail.com	BCOM	2019	71	Select
12	Akash A M	9620996268	akasham885@yahoo.com	BCOM	2019	69	No Show
13	SHARVANI B S	8197134390	sharvanibs141@gmail.com	BCOM	2019	86.16	No Show

Regards,

Sal Chandrakanth

Sr. Campus Connect - Lead



+91-8050035709 +91-80-49567211 Chandrakanth.p@iprimed.com





PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

50

Request for Campus Recruitment Drive: Kotak Securities Ltd

reema.mathew@kotak.com <reema.mathew@kotak.com>
 To: placement1@dayanandasagar.edu
 Cc: sreelakshmy14@gmail.com

Fri, Jun 28, 2019 at 3:51 PM

Hi Payal

Thank you for all the support extended.

We had 6 students from your campus for interview, out of which 4 are been selected.

Mohammed Aleem
Swathi K R
Karthik D
Suraj J

17CQCMD077

166JC26052

16CQC41067 ✓

166JC41099

Since Swathi and Suraj have backlogs we are awaiting internal approval to onboard them and Karthik has to get his PAN to release offer letter.

Regards,

Reema

Ph: 95139 85895

From: PAYAL DSI PLACEMENT [mailto:placement1@dayanandasagar.edu]

Sent: 28 June 2019 15:49

To: reema mathew (HRD, KSL) <reema.mathew@kotak.com>

Cc: sreelakshmy m <sreelakshmy14@gmail.com>

Subject: Re: Request for Campus Recruitment Drive: Kotak Securities Ltd

""The Sender of this email is from non Kotak domain""



PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

LOI- Shortlisted for HPE

16C0C41068

Neha Chadha <neha.c@randstad.in>

Tue, Mar 19, 2019 at 10:56 PM

To: Kavyaraj8861s@gmail.com

Cc: Amit Singh <amitkumar.s@randstad.in>, placement1@dayanandasagar.edu, Neha Chadha <neha.c@randstad.in>

Dear Kavya,

We are pleased to inform that you have been shortlisted by Randstad India Private Limited for deploying your services to our client Hewlett Packard Enterprise.

The next step would be that you shall be interviewed by our Client HPE.

A provisional offer would be rolled out to you with the details of the position offered and the salary structure will be discussed / shared with you, upon selection in final round of an interview.

Should you have any queries, you may contact by phone / by email.

Neha Chadha
Recruitment Specialist

Randstad India Private Ltd.

#147, 2nd Floor, Anjaneya Tech Park, Old Airport Road, Kodihalli
Bangalore - 560 008, India
neha.c@randstad.in
www.randstad.in



[Quoted text hidden]



Dayananda Sagar Institutions

PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

16c @C41068

LOI- Shortlisted for HPE**Neha Chadha** <neha.c@randstad.in>

Tue, Mar 19, 2019 at 10:56 PM

To: Kaviyaraj8861s@gmail.com

Cc: Amit Singh <amitkumar.s@randstad.in>, placement1@dayanandasagar.edu, Neha Chadha <neha.c@randstad.in>

Dear Kavya,

We are pleased to inform that you have been shortlisted by Randstad India Private Limited for deploying your services to our client Hewlett Packard Enterprise.

The next step would be that you shall be interviewed by our Client HPE.

A provisional offer would be rolled out to you with the details of the position offered and the salary structure will be discussed / shared with you, upon selection in final round of an interview.

Should you have any queries, you may contact by phone / by email.

Neha Chadha
Recruitment Specialist

Randstad India Private Ltd.

#147, 2nd Floor, Anjaneya Tech Park, Old Airport Road, Kodihalli

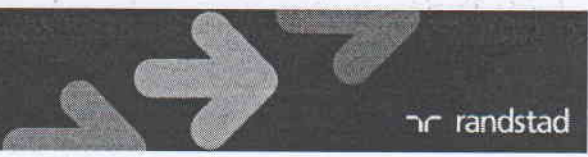
Bangalore - 560 008, India

neha.c@randstad.in

www.randstad.in

human

forward.

 randstad

[Quoted text hidden]

52
16E0C41068

Dear Kaya,

Further to our discussions, we are pleased to offer you the position of **Trainee-IT Recruiter** in **Bangalore** on the terms and conditions mutually discussed and agreed upon.

The CTC will be **Rs. 2, 00,000/- per annum**, subject to changes, if any, in accordance to the prevailing law. In regard to confirm your joining you are required to submit the following at the earliest:

1. Relevant Original copies of Academic /Professional attainments and work experience, which shall be returned on completion of referral check & verification,
2. Proof for Date of Birth, Address, Appointment, Relieving letter & TDS certificate from last 2 employers, last three months' pay slips, and appointment letter of current employer.
3. Provide the Name, address, email-id & contact numbers of two people who are in a responsible position/status in the society and well known to you for us to conduct the referral check. Please keep them informed that they may get an email/call for that purpose.
4. Six latest passport sizes color Photographs.

You will be on the training for a period; thereafter clearing the evaluation process you will enter the probation for a period of 6 months from the date of confirmation which will be based on your performance. In lieu of the training provided by us, you agree to work with us for a period of minimum 12 months from the date of joining.

To confirm that you have read, understood & accepted the terms of this appointment, please sign & return the duplicate copy of this letter for us process your formal Offer Letter to you on joining the organization. You will be given the Offer/Appointment Letters once they have completed their Graduation & join our company.

We take the opportunity to thank you and also welcome you on board. Look forward to a long term association with you.

Description: Description:

Description: Description:

Description: cid:021001e-2d35

Thanks & Regards,

Namratha R

Associate-Talent Acquisition & HR

Advent Global Solutions INC

MLR Brigade center

Vani Vilas road, Basavangudi

Bangalore 560004

Direct : +91-7337719123

Email: namrathar@adventglobal.com | Web Site: <http://www.adventglobal.com>

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.



Bhanumathi K N <bhanumathi.kn@gmail.com>

Fwd: CONGRATULATIONS!

16C0041068

PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>
To: BHANUMATHI.KN@gmail.com

Mon, May 20, 2019 at 3:24 PM

TAKE 6 PRINTS

*Payal Mandal*

*Manager - Training & Placement
Dayananda Sagar Institutions
Shavige Malleshwara Hills,
Kumaraswamy Layout,
Bangalore, Karnataka
Mobile: +91 9916986979
Landline: 080-42161749*

www.dayanandasagar.edu

----- Forwarded message -----

From: **Jasbeer Singh Dabola** <Jasbeer.Dabola@niit.com>
Date: Mon, May 20, 2019 at 12:38 PM
Subject: CONGRATULATIONS!
To:
Cc: Harish Setty K <Harish.K@niit.com>, Kavya N P <Kavya.P@niit.com>

Letter of Training

Dear Candidate,

CONGRATULATIONS!

You have been selected to attend the Training with NIIT for Accenture upon successful completion of the training you will going through the final panel round of interview. Further on your selection you will be appointed as **Customer Service Associate** based at Bangalore location.

A formal Offer letter with your date of joining will be issued to you upon your final selection by Accenture after completion of the training.

This letter is confidential and you agree and undertake to keep this letter and the contents thereof confidential. All the information shared with you at the time of selection process for the training regarding company shall be kept confidential.

<https://mail.google.com/mail/u/0?ik=cdd60cba69&view=pt&search=all&permmsgid=msg-f%3A1634044231178400595&siml=msg-f%3A16340442311...> 1/3

The details for the training:

- NIIT, #74/2, 1st Floor, Sanjana Plaza, Elephant Rock Road, Jayanagar 3rd Block, Bengaluru, Karnataka 560011
- Date and time will be communicated to you shortly over phone as well as email.

You are informed to email the scan copy of the following documents at the earliest to harish.k@niit.com

- Updated Resume
- All Marks Cards (10th, 12th and Graduation)
- Aadhar Card.

For further details or clarification, please connect the under signed.

Note: Please share your PDF format of your resume without fail to (Kavya.P@niit.com) mention in subject line your name and collage name

Best wishes,

Jasbeer singh

Mobile: 8892692135

Email: jasbeer.dabola@niit.com

Note: This complete selection and training process is absolutely "FREE". NO money to be paid.

Visit us at: <http://www.niit.com>

Follow us on: <http://www.twitter.com/niitltd>

JD - Telligent Support LLP**Sekar Srinivasan** <sekar.srinivasan@teambler.com>

Thu, Mar 7, 2019 at 6:14 PM

To: placement1@dayanandasagar.edu

Cc: Vinay Sachdev <vinay.sachdev@teambler.com>, Rashmya <rashmya@teambler.com>, Manoj Kumar <manoj.kumar@teambler.com>

Hi Payal,

Please find the status of students mentioned below.

Sno	Name	DOI	DOB	Contact No	Email ID	Status
1	TABISH ANSARI	7-Mar-19	8-Oct-98	8050497347	tabi.ansari@gmail.com	Test Reject
2	RANGANATHA	7-Mar-19	20-Jul-99	7022280797	ranganath0707@gmail.com	Test Reject
3	SHRUTHI	7-Mar-19	22-Apr-97	9830118561	shrutipandeyhwh@gmail.com	Test Reject
4	ANIKTHA RAMYA	7-Mar-19	30-Aug-97	9972879484	ankitharamyajamdur@gmail.com	Operation Reject
5	NISAMUDHEEN	7-Mar-19	24-Dec-97	9539618415	nisamv97@gmail.com	Test Reject
6	SYED	7-Mar-19	12-Apr-98	8660470792	syedliyakath12498@gmail.com	Select(Offered) 16CQC41193
7	AJITHA ANGELIN	7-Mar-19	15-Jun-96	9902272558	ajithaangel15@yhaoo.com	Select(Offered)
8	MULA REVATH	7-Mar-19	18-Jun-97	9886364274	revanth.titu@gmail.com	Select(Offered)
9	KAVYA R	7-Mar-19	15-Jan-98	9036364625	kavyaguru017@gmail.com	Select(Offered) 16CQC41068

Regards

Sekar S

From: PAYAL DSI PLACEMENT [mailto:placement1@dayanandasagar.edu]**Sent:** 06 March 2019 12:26**To:** Sekar Srinivasan**Cc:** Rashmya; Vinay Sachdev**Subject:** Re: FW: JD - Telligent Support LLP

Sharing a revised list for your reference.

Payal Mandal
Manager - Training & Placement
Dayananda Sagar Institutions
Shavige Malleshwara Hills,
Kumaraswamy Layout,
Bangalore, Karnataka
Mobile: +91 9916986979
Landline: 080-42161749

16C8CH1095
2019

55

B-Com



11th March, 2019

Sub: Offer of employment by Pin Click

Dear MOHAMMED AMAAN,

Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of "Property Advisor", with effect from 1st July, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	MOHAMMED AMAAN	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	01-July -2019	
	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
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(3-4 Meeting Per day)	6000	72,000
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	*Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
Note: * Performance Enhanced Incentives Is Target Based. * The Offer/ Salary Is Subjective To Completion Of Training *During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total CTC=3,72,000 INR.			



Capgemini Final round Results - Feb'07

Chandrakanth <Chandrakanth.P@iprimed.com>

Tue, Feb 12, 2019

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: Dhanya Satya <dhanya.satya@iprimed.com>, Umar.Ghaffer@iprimed.com, Shruthi <shruthi.r@iprimed.com>

Dear Payal,

Sharing you the Final Round Results of Capgemini conducted on Feb - 07

No. of Students : 12

Rejects : 0

Selects : 07

No show : 05

PFB

Name	Mobile No	Mail ID	Graduation Stream	Graduation Year	Final Status Update from Capgemini	College Name
Monish N 16CQC41106	9740500347	monishnagaraj.35@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Ankitha Ramya Jamdur 1667C26806	9972879484	ankitharamyajamdur@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Vyshnavi pasuparthi	8861719677	vyshnavikutti3@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Shahda Khan	7795135074	khanshahdakhan@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Manoj Kumar Chaudhary	9454098102	manojchaudharymc0@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Bhagyashree Murthy	9019361999	bhagyabmk304@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Tabish null Ansari 16CQC41194	8050497347	tabi.ansari@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Mohith N 16CQC41105	8884104132	mohithakil555@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Amith null Pawar 16CQC41015	9902016883	amithpawar52@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Kavya Null R	8861759586	kavyaraj8861s@gmail.com	BCOM	2019	No Show	Dayanad Sagar College
Srikanth K 16CQC41183	9844274761	srikanthkeshav1998@gmail.com	BCOM	2019	Select	Dayanad Sagar College
Aishwarya 16CQC41009	8867171136	itsaishwarya04@gmail.com	BCOM	2019	Select	Dayanad Sagar College

Regards,

Sai Chandrakanth

Sr. Campus Connect - Lead



16CAC41106

56

iPrimed: Confirmation Letter - Capgemini

1 message

Chandrakanth <Chandrakanth.P@iprimed.com>
Cc: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Mon, Apr 1, 2019 at 5:21 PM



A NASSCOM Member



Dear Candidate,

Congratulations!!!

This is with reference to the interview you had with **Capgemini**. **Capgemini SE**, is a French multinational information technology consulting corporation headquartered in Paris, France.^[3] It provides IT services and is one of the world's largest IT consulting, outsourcing and professional services companies with almost 190,000 employees in over 40 countries.

We are delighted to inform you that you have cleared your interview and have been selected to attend on the job training.

Your training duration will be for 4 - 6 weeks. *(Dates will be announce after successful completion of your Exams)

On successful completion of the training, you will be posted in Capgemini.

Designation: Process Associate (NON- VOICE profile) – Finance &Accounts

Training date and location will be shared shortly.

Documents to Carry: Address proof, Government ID Proof, Educational Documents (Worksheets, Graduation Certificate), Updated Resume, Hard copy of this e-mail.

Good Luck for your training.

Regards,



Internship Proposal

Sonia Singh <sonia.gridlle@gmail.com>

Wed, Dec 19, 2018 at 5:07 PM

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: "srikanth.r.s.nair" <srikanth.r.s.nair@gmail.com>, Smriti Simantika <smriti.gridlle@gmail.com>

Dear Ms. Payal Mandal,

We have short listed the students for Internship. For the orientation there were only 16 students who showed up. These are the selected students

AAQIB AHMED R	RAFIQ AHMED	MALE	ahmedaaqib98@gmail.com	8867357742
SATHISH C K	KUNNE GOWDA	MALE	sck9399@gmail.com	9972725413
RAKSHITHA R	RAMAKRISHNA P	FEMALE	Rakshita1317@gmail.com	7899047372
TABISH ANSARI	ABDUL BASIT ANSARI	MALE	tabi.ansari@gmail.com	8050497347
MOHAMMED UMAR	ANSAR PASHA	MALE	umam0231@gmail.com	9066393211
MRUDULA C	SREEMALI C	FEMALE	mrudula479@gmail.com	7026227007
MULA REVANTH	M VENKATESWARA RAO	MALE	revanth.tittu@gmail.com	9886364274
B S SHARVANI	V R SRIDHAR	FEMALE	sharvanibs@gmail.com	8197134390
TRISHALA R	RAJENDRA M.	FEMALE	trishalaraj8@gmail.com	9900225439
PARVATHY J	R JAGANNATH	FEMALE	paru.cutiepie@gmail.com	9901276670

160241148
160241194
160241107

We will conduct a training program for them on 5th Jan 2019, at Century Club Bangalore starting at 3pm.

We would like you to inform the selected students regarding the training dates and venue

Thanks and Regards,

Sonia Singh
Gridlle Technologies Pvt Ltd
+91 9986440998

[Quoted text hidden]

[Quoted text hidden]

<Gridlle technologies _ BBA BCOM.xlsx>

Letter of Interest

To MRUDULA · C

160004107

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment

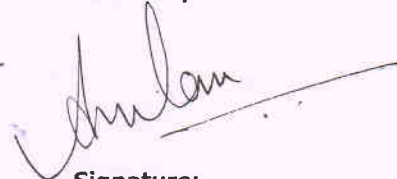
The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPM.

For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. '080-40670678

Yours sincerely,

For Infosys BPM Ltd.**Issued By:****Acknowledgement of receipt:**


Raghavendra K
Senior Vice President &
Global Head- HRD



Signature:
Issuer's Name: AMLAN
Issuer's Emp. No.: 848225

Name: MRUDULA · C
Date: 21 Mar 2019
Location: BANGALORE

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310

Plot Nos. 26/3, 26/4 and 26/6
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405
F 91 80 2852 2411

**iPrimed: Capgemini Final round Selects**

4 messages

Chandrakanth <Chandrakanth.P@iprimed.com>

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: shruthi.r@iprimed.com, Umar.Ghafer@iprimed.com, Dhanya Satya <dhanya.satya@iprimed.com>

Dear Ms. Payal,

Capgemini Final round Results : 25 – Jan 2019

No. of students attended : 11**No. of Selects : 08****No. of Rejects : 03****No. of students not attended : 02**

PFB

SI No	Name	Mobile No	Mail ID	Graduation Stream	Graduation Year	Aggregate %	Final Status Update from Capgemini
1	Krishna Mohan s	8904422627	krishnamohan2627@gmail.com	BCOM	2019	61	Reject
2	VARUN NARAIN CMS171901003	9880624310	varun5.vn@gmail.com	BCOM	2019	75	Select
3	DHANUSH N G 168 MC41091	9916231541	dhanushng98@gmail.com	BCOM	2019	72	Select
4	REVANTH MULA 16CQC26045	9886364274	revanth.tittu@gmail.com	BCOM	2019	74	Select
5	Pranitha .P P 16CQC41140	8867906498	pranitha178@gmail.com	BCOM	2019	85	Select
6	PRASHANT KUMAR JHA CMS161500041	9535102722	kumarjha.prashant19@gmail.com	BCOM	2019	74	Select
7	Abhishek Gowda K L	7338445557	abhishek3098gowda@gmail.com	BCOM	2019	75	Reject
8	Aditya Prakash Patil	6360561268	2adityapatil1997@gmail.com	BCOM	2019	65	Reject
9	Kanishka J 16CQC41065	9743413073	kanishkakani118@gmail.com	BCOM	2019	72	Select
10	NIKHILESH P 16CQC41101	9738916215	nikhilesh.p98@gmail.com	BCOM	2019	67	Select
11	Ankit Yama CMS161500006	8210398322	ankityama604@gmail.com	BCOM	2019	71	Select
12	Akash A M	9620996268	akasham885@yahoo.com	BCOM	2019	69	No Show
13	SHARVANI B S	8197134390	sharvanibs141@gmail.com	BCOM	2019	86.16	No Show

Regards,

Sal Chandrakanth

Sr. Campus Connect - Lead



+91-8050035709 +91-80-49567211 Chandrakanth.p@iprimed.com





PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Requesting for Resumes of Student who have appeared for Online Assessments - ResourcePro

Sagri Gupta <Sagri_Gupta@resourcepro.in>

Mon, Apr 8, 2019 at 5:38 PM

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: CHINMAY KUMAR <ckd@myanatomy.in>, KIRAN KOTIAN MYANATOMY <ksk@myanatomy.in>, K M JaiKumar MyAnatomy <jaikumar@myanatomy.in>, GuruPrasad MyAnatomy <guruprasad@myanatomy.in>, Rupali Kaur MyAnatomy <rupalik@myanatomy.in>, Jyoti Prakash <jyotip@myanatomy.in>, campusplacementsdsi <campusplacementsdsi@dayanandasagar.edu>, Rahul Chatterjee MyAnatomy <rahulc@myanatomy.in>

Dear Payal Mam,

Greetings from ReSourcePro and Congratulations!

Please find below list of the students who have cleared our Final Interview process.

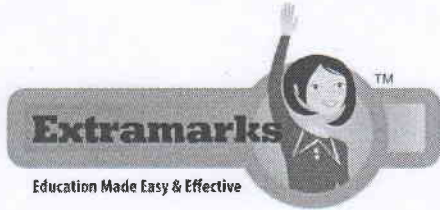
Name	E-Mail	College Name
Pranitha P 16CQC41140	pranitha178@gmail.com	Dayananda Sagar
Revanth Mula 16CQC26045	revanth.tittu@gmail.com	Dayananda Sagar
Aarthilaya S 16CQC41002	aarthilaya.s18@gmail.com	Dayananda Sagar
Kanishka J 16CQC41065	kanishkakani116@gmail.com	Dayananda Sagar

Thanks & Regards,

Sagri

SAGRI GUPTA

EXECUTIVE - TALENT



57
1600041110

Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 29-May-2019
Name : Nameera Rabbani
Location : Karnataka,
Address : Flat No. 303, Vensar Homes No. 20, 14th Cross, 20th Main, BTM 1st Stage, Venkateshwara Layout, Marutnagar, , Bangalore, Karnataka - 560068

Dear Nameera Rabbani,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **24-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <http://careers.extramarks.com/index/filldetail/refId/MzIwNjY0Mjc=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **24-Jun-2019**.

Accepted

**iPrimed: Capgemini Final round Selects**

4 messages

Chandrakanth <Chandrakanth.P@iprimed.com>

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: shruthi.r@iprimed.com, Umar.Ghafer@iprimed.com, Dhanya Satya <dhanya.satya@iprimed.com>

Dear Ms. Payal,

Capgemini Final round Results : 25 – Jan 2019

No. of students attended : 11

No. of Selects : 08

No. of Rejects : 03

No. of students not attended : 02

PFB

SI No	Name	Mobile No	Mail ID	Graduation Stream	Graduation Year	Aggregate %	Final Status Update from Capgemini
1	Krishna Mohan s	8904422627	krishnamohan2627@gmail.com	BCOM	2019	61	Reject
2	VARUN NARAIN CMS171901003	9880624310	varun5.vn@gmail.com	BCOM	2019	75	Select
3	DHANUSH N G 168 MC41091	9916231541	dhanushng98@gmail.com	BCOM	2019	72	Select
4	REVANTH MULA 16CQC26045	9886364274	revanth.tittu@gmail.com	BCOM	2019	74	Select
5	Pranitha .P P 16CQC41140	8867906498	pranitha178@gmail.com	BCOM	2019	85	Select
6	PRASHANT KUMAR JHA CMS161500041	9535102722	kumarjha.prashant19@gmail.com	BCOM	2019	74	Select
7	Abhishek Gowda K L	7338445557	abhishek3098gowda@gmail.com	BCOM	2019	75	Reject
8	Aditya Prakash Patil	6360561268	2adityapatil1997@gmail.com	BCOM	2019	65	Reject
9	Kanishka J 16CQC41065	9743413073	kanishkakani118@gmail.com	BCOM	2019	72	Select
10	NIKHILESH P 16CQC41101	9738916215	nikhilesh.p98@gmail.com	BCOM	2019	67	Select
11	Ankit Yama CMS161500006	8210398322	ankityama604@gmail.com	BCOM	2019	71	Select
12	Akash A M	9620996268	akasha.m885@yahoo.com	BCOM	2019	69	No Show
13	SHARVANI B S	8197134390	sharvanibs141@gmail.com	BCOM	2019	86.16	No Show

Regards,

Sal Chandrakanth

Sr. Campus Connect - Lead



+91-8050035709 +91-80-49567211 Chandrakanth.p@iprimed.com



***IBM Confidential - IBM Campus Drive -DSI**

Karthik K Srirama <kasrirak@in.ibm.com>
 To: placement1@dayanandasagar.edu
 Cc: Deepak A Kumar2 <deepakkumar@in.ibm.com>

Fri, Jun 21, 2019 at 10:32 AM

Dear Placement officer,

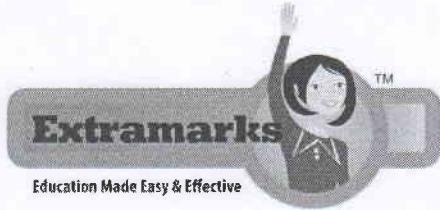
PFB details for the students shortlisted from the event held at you college on 12-Feb-2019. We would be initiating the offer process for the short-listed students at the earliest.

Thank you for all your support and apologies for the delay.

Event Name	Event Date	Event Location	Candidate Name	Mobile No	Emai ID	College Name	Remarks
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Lavanya Krishna B	8722172014	lavanyakrishnabk@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	N Hepsiba Monica	8904865189	hepi465@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Rabiya Tabussum	9741053020	rabishot@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Sahanashree B A	8971288724	sahnashree@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	J.Gowthami Bai	8147079346	plam TG CQC41057 jgowthamisingh@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Pruthvi C	9448982897	pruthvi.shekar1347@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	P.Amrita	8971363441	amrithabghs@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Yashaswini N	9742350350	yashunatesh@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Parameshwari R	7090739122	roshini.rose777.pr@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Sai Nikhil N	9986800682	DSBSPGDMA1719 nikhilnick@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Syed Abdul Rehman	8867356768	syedabdulrehman886@gmail.com	Dayanand Sagar Institutions	Shortlisted

Dayanand Sagar Institutions	12-Feb-19	Bangalore	Taufeeq Ahmad Gani	9108699055	taufeeqahmad99@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	TUSHAR SHARMA	8792280092	tushar.shams@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Dheeraj S	8277703966	166JC26016 dheerajr06@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Rahul Prasad Singh	9663501920	rahulprasadsingh1857@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Amith Pawar	9902016883	B.COM 16CQC41015 amithpawar52@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Mula Revanth	9886364274	B.AO 16CQC26045 revanth.tittu@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Bhavana D kumar	9731030814	bhavanakumar3030@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Pragathi C Acharya	9739316763	pragathi.acharya.c@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Ramesh Kumar	9008852142	arjunroy32044@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	NIKHILESH P	9738916215	B.COM 16CQC41121 nikhilesh.p98@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Aatir Mohammed	7259795512	aatir.md@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Mrityunjay Nutan	9740952911	mrityunjaynutan@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Rishabh Thakur	7349524079	rishabh.thakur2317@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Bhoomika R	9902739039	bhoomika.ranganath.98@outlook.in BMS1613B0009	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Impana Suresh	9449279238	impanasureshblr@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Navaneetha Suresh	9901276646	navaneetha2507@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Lalitha Shree	9611865908	12lalitha@gmail.com	Dayanand Sagar Institutions	Shortlisted

Karthik Srirama
Recruitment Delivery



57
1600041110

Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 29-May-2019
Name : Nameera Rabbani
Location : Karnataka,
Address : Flat No. 303, Vensar Homes No. 20, 14th Cross, 20th Main, BTM 1st Stage, Venkateshwara Layout, Marutnagar, , Bangalore, Karnataka - 560068

Dear Nameera Rabbani,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **24-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <http://careers.extramarks.com/index/filldetail/refId/MzIwNjY0Mjc=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **24-Jun-2019**.

Accepted

**iPrimed: Capgemini Final round Selects**

4 messages

Chandrakanth <Chandrakanth.P@iprimed.com>

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: shruthi.r@iprimed.com, Umar.Ghafer@iprimed.com, Dhanya Satya <dhanya.satya@iprimed.com>

Dear Ms. Payal,

Capgemini Final round Results : 25 – Jan 2019

No. of students attended : 11**No. of Selects : 08****No. of Rejects : 03****No. of students not attended : 02**

PFB

Sl No	Name	Mobile No	Mail ID	Graduation Stream	Graduation Year	Aggregate %	Final Status Update from Capgemini
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3	DHANUSH N G 168 MC41091	9916231541	dhanushng98@gmail.com	BCOM	2019	72	Select
4	REVANTH MULA 16CQC26045	9886364274	revanth.tittu@gmail.com	BCOM	2019	74	Select
5	Pranitha .P P 16CQC41140	8867906498	pranitha178@gmail.com	BCOM	2019	85	Select
6	PRASHANT KUMAR JHA CMS161500041	9535102722	kumarjha.prashant19@gmail.com	BCOM	2019	74	Select
7	Abhishek Gowda K L	7338445557	abhishek3098gowda@gmail.com	BCOM	2019	75	Reject
8	Aditya Prakash Patil	6360561268	2adityapatil1997@gmail.com	BCOM	2019	65	Reject
9	Kanishka J 16CQC41065	9743413073	kanishkakani118@gmail.com	BCOM	2019	72	Select
10	NIKHILESH P 16CQC41101	9738916215	nikhilesh.p98@gmail.com	BCOM	2019	67	Select
11	Ankit Yama CMS161500006	8210398322	ankityama604@gmail.com	BCOM	2019	71	Select
12	Akash A M	9620996268	akasha.m885@yahoo.com	BCOM	2019	69	No Show
13	SHARVANI B S	8197134390	sharvanibs141@gmail.com	BCOM	2019	86.16	No Show

Regards,

Sal Chandrakanth

Sr. Campus Connect - Lead



+91-8050035709 +91-80-49567211 Chandrakanth.p@iprimed.com



***IBM Confidential - IBM Campus Drive -DSI**

Karthik K Srirama <kasrirak@in.ibm.com>
 To: placement1@dayanandasagar.edu
 Cc: Deepak A Kumar2 <deepakkumar@in.ibm.com>

Fri, Jun 21, 2019 at 10:32 AM

Dear Placement officer,

PFB details for the students shortlisted from the event held at you college on 12-Feb-2019. We would be initiating the offer process for the short-listed students at the earliest.

Thank you for all your support and apologies for the delay.

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Dayanand Sagar Institutions	12-Feb-19	Bangalore	Ramesh Kumar	9008852142	arjunroy32044@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	NIKHILESH P	9738916215	B.COM 16CQC41121 nikhilesh.p98@gmail.com	Dayanand Sagar Institutions	Shortlisted
Dayanand Sagar Institutions	12-Feb-19	Bangalore	Aatir Mohammed	7259795512	aatir.md@gmail.com	Dayanand Sagar Institutions	Shortlisted
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Dayanand Sagar Institutions	12-Feb-19	Bangalore	Bhoomika R	9902739039	bhoomika.ranganath.98@outlook.in BMS1613B0009	Dayanand Sagar Institutions	Shortlisted
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Dayanand Sagar Institutions	12-Feb-19	Bangalore	Lalitha Shree	9611865908	12lalitha@gmail.com	Dayanand Sagar Institutions	Shortlisted

Karthik Srirama
Recruitment Delivery

Letter of Interest

To NIKHILESH.P

1600041121

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPM.

For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

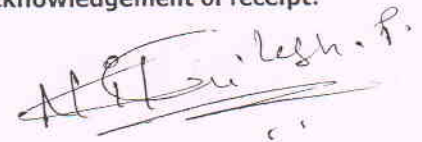
Acknowledgement of receipt:



Raghavendra K
 Senior Vice President &
 Global Head- HRD



Signature:
Issuer's Name: AMLAN
Issuer's Emp. No.: 848225



Name: NIKHILESH.P.
Date: 21-Mar-2019
Location: BANGALORE.

INFOSYS BPM LIMITED
 (Formerly Known as Infosys BPO Limited)
 CIN: U72200KA2002PLC030310
 Plot Nos. 26/3, 26/4 and 26/6
 Hosur Road, Electronics City
 Bengaluru - 560 100, India
 T 91 80 2852 2405
 F 91 80 2852 2411



61
160004134
Extramarks Education India Private Limited
D-180, Sector-63, Noida, U.P. - 201301, India
Ph. : +91-120-4175300

Date : 29-May-2019
Name : Pooja K
Location : Karnataka,
Address : Flat No. 303, Vensar Homes No. 20, 14th Cross, 20th Main, BTM 1st Stage, Venkateshwara Layout, Marutinagar, ,
Bangalore, Karnataka - 560068

Dear Pooja ,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **24-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <http://careers.extramarks.com/index/filldetail/refId/MzlwNjY0Mjc=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **24-Jun-2019**.

Accepted

Registered Office : 506, Surya Kiran Building, 19 K.G. Marg, Connaught Place, New Delhi - 110 001.
Ph. : +91-011-40392333 / Fax : +91-011-23733114/ CIN : U80900DL2015FTC283323 / www.extramarks.com

16CQC41136 63
B. low vi Sem.
Prajwal Gowda N

PRIVATE & CONFIDENTIAL

Date: 6th June 2019

Prajwal Gowda,

Dear **Prajwal,**

With reference to your application, we are pleased to inform you of the offer of employment with **ONE ON ONE LINKS PRIVATE LIMITED**. With effect from *June 24th 2019*, subject to your acceptance of the following terms and conditions of service:

1. APPOINTMENT

You will be appointed to the position of *Management Trainee* in the employment of **ONE ON ONE LINKS PRIVATE LIMITED**. As *Trainee*, you will report to such officer of the Company as may be specified from time to time.

- 1.2** You will initially be located at Bangalore. The Company may transfer you to any other location/ department or any affiliate or associate company, it deems necessary. As a part of your employment, you may have to undertake national and/ or international travel.

2. PROBATION

You will be on a probationary period of six months from the date of joining. Your Probation period is subject to extension at the sole discretion of the Company. On completion of six months, unless confirmed in writing, it is deemed that your probation is extended further for an additional period of six months.

3. EMOLUMENTS, Performance income and incentives

Your annual compensation including basic salary, performance income and incentive is INR 4,80,000. Your annual income comprises of fixed compensation, variable compensation and other benefits. For Salary, refer Annexure A for detail breakup.

Subject to applicable laws and the Company's qualifying criteria, you will be entitled to Employee Benefit Schemes such as, Provident Fund, Gratuity that may be introduced by the Company from time to time.

4. LEAVE ENTITLEMENT

During the probation period you will not be entitled for any leave and leave taken during that period be taken will be taken as Leave without Pay.

You will be entitled to leave as per the rules of the Company in force from time to time.

5. DUTY HOURS

It's a 24/7 operation, 48 hours a week as advised by the Management from time to time.

Office timing will be 9 AM to 6 PM

Saturday will be half day.

6. Address for Communication

Your address with the company is recorded as follows:

15. GOVERNING LAW & JURISDICTION

This Agreement, and the interpretation thereof, and any disagreements or disputes arising under this Agreement, shall be subject to and governed by laws of India. You agree to submit to the exclusive jurisdiction of the courts at Bangalore for the purposes of this Agreement.

Please confirm your acceptance of these terms and conditions of employment by signing and returning the duplicate copy of this letter to us within two weeks from the date hereof, failing which this offer shall lapse automatically.

We look forward to welcoming you to **ONE ON ONE LINKS PRIVATE LIMITED**

Yours sincerely,

Name: **R.Subhash**
Title: **Manager**

I understand and accept the offer, and the terms and conditions of employment as described in this letter.

Signature
Name
Date

16CQC4136

OFFER OF EMPLOYMENT – GUEST EXPERIENCE EXECUTIVE

Dear Mr PRAJWAL GOWDA,

We are pleased to offer you the position of Guest Experience Executive. We believe you will be a good addition to our team and are looking forward to having you on board. You will report directly to the undersigned. This position is in-house at our Bengaluru offices and may demand travel as per need.

As we discussed, your salary will be 14,000 during the probation period (6 months) and after the probation period the CTC would be 3.25 to 3.6 per annum (35% variable), subject to your performance.

COMMENCEMENT OF EMPLOYMENT

Your date of appointment will be effective from July (Tentative by 1 week of July)

About TripThrill

TripThrill Brand is a homestay curation and management company owned by Velvet Home Stays Pvt. Ltd. We help Individual, Families and Groups (Corporates, Wedding Planners, Event Managers, Party Planners) plan and enjoy the benefit of staying in our handpicked accommodations in destinations across India and abroad. With our organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Customer Experience 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 TripThrill. We are committed to providing you with every opportunity to learn, grow and stretch to the higher level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Job Title : Guest Experience Executive**Job description :**

End to End Guest management which includes : (Booking Inquiry --> Query Resolution --> Offer --> Deal Closure --> Invoicing and money collection --> On boarding --> Feedback), Property Listing on OTA's, Availability Check with Home owners, Host engagement.

- 1) Responsible for making the stay of guest pleasant, memorable and comfortable.
- 2) Grievance Management - Coordinate and manage communication between guests and staff and follow up to ensure no customer concerns grievances.
- 3) Promote all homestay amenities, conveniences and programs offered
- 4) Ensure that the facility operates efficiently within the guidelines of all policies and procedures
- 5) Collect payments, maintain data about all funds and expenditures
- 6) Supervise day-to-day operations, and ensure that the host meets the quality standards
- 7) Ensure check-in and check-out procedures are carried out in a warm and friendly manner

- 8) Liaison with Operations Manager to resolve any issue pertaining to guest complaints/feedback and follow up with them
- 9) Provide immediate assistance to guests as requested
- 10) Ensure clean stay premises by Host to guests
- 11) Ensure and provide professional guest service
- 12) Responsible to carry out schedule according to itinerary
- 13) Work towards achieving set goals, present ideas for continuous improvement.

Start Date: July (Tentative by 1 week of July)

Compensation: CTC INR 3.25 to 3.6 Lakh per Annum.

- Monthly Remuneration INR 14,000/-per month
- Incentive or Variable (Sales Based) -INR 0 to INR 10,000/-per month (60,000/-)
- Performance Bonus - At Management Discretion
- Other Perks -Communication Expenses (INR 6,000/-)

(Note: Statutory requirements of PF and ESI, as applicable, shall be deducted from the Monthly Remuneration and the relevant details shall be shared with you)

Probation Period: The in hand salary will be INR 14,000 per month during probation period (6 months) and after the probation period the CTC would be 3.25 to 3.6 per annum (35% variable), subject to their performance. The joining date would be in July (would like to know the end date of their examination, please share the same once you get the details).

Incentives: As per month plan or at management discretion.

Notice period: A Notice period of 30 days is required for termination of the employment.

Reporting: You will be reporting to Lead / Mentor Operations Team.

Code of Conduct :

- a) During the period of employment, you will serve honestly, faithfully, diligently and efficiently for the growth of the Company. You shall honor your obligations under this Agreement and any other agreement that you may be required to sign with the Company.
- b) Your conduct shall be in conformity with the code of conduct, as in force from time to time. Further, you shall carry out the instructions in letter and spirit, given by your superiors and shall not disobey any instructions given.
- c) You shall not indulge in any unethical practices like "go slow" or non-cooperation during the course of your employment with the Company.
- d) You would be required to apply and maintain the highest standards of professional and personal conduct and integrity and comply with all the policies and procedures of the Company including but not limited to policies related to Confidential Information (*defined hereinafter*). These policies are updated on a periodical basis and may be introduced from time to time. As and when this happens, you will be notified and you will be required to comply with the same.
- e) Should the need for disciplinary action be deemed necessary, this will be taken in accordance with the Company's policies and procedures.

Leave & Holidays:

- a) You are entitled to 1.5 Days of paid leaves every month, and such other holidays as declared by the management of the Company.
- b) Sick Leave of 8 days per year (Valid proof may be asked for, before approval).
- c) You may be called for work on holidays if the exigencies of work so require. In view of your position, it may be necessary for you to attend to your duties at odd hours.
- d) Any leave not sanctioned in advance will be treated as unauthorized absence and will attract loss of pay or even termination from job as deemed suitable by management. Leave is not a matter of right and must be applied in advance for availing leaves.

Confidentiality

- a) "Confidential Information" shall include, but is not limited to, any trade secret, technique, strategy, component, concept, program, report, study, memorandum, correspondence, documentation, information, manual, record, data, technology, product, plan, design, procedure, method, invention, sample, notes, summaries, analyses, compilations and other writings, cell lines and procedures and formulations for producing any such sample, medium, product, heater, and/or cell line, process, formula or test data relating to any research project, work in progress, future development, engineering, manufacturing, marketing, pricing, billing, servicing, financing, personnel matter, present or future products, sales, suppliers, clients, customers, employees, investors, or any other information which the Company provides to the Employee or which the Employee is exposed to as a result of the employment, whether in oral, written, graphic or electronic form and whether or not such information is identified as such by an appropriate stamp or marking and shall include any such information disclosed by the Company to the Employee in relation to the Company's business, projects or in relation to the business of the Company.
- b) At all times you will maintain absolute confidentiality about all matters relating to the business and projects of the Company. You will not disclose any information or documents to any external party whilst in the employment of the Company or thereafter.
- c) All Confidential Information is and shall remain the property of the Company, or in the case of information that the Company receives from a third party which the Company is obligated to treat as confidential, then the property of such third party.

We look forward to having you to work with us in an atmosphere that is successful and mutually challenging and rewarding.

For Velvet Home Stays Private Limited,

Authorized Signatory

I hereby accept the terms of my appointment as stated in this letter :



Sign

Name: PRADWAL GOWDA N



Opportunity with TripThrill

1 message

Human Resources <hr@tripthrill.com>

Fri, May 10, 2019 at 11:09 AM

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Dear Payal,

We are happy to share you the list of students that are selected.

Offer	Role
Navyashreem	Guest Experience Executive (GEE)
Prajwal Gowda	
K Prakash	
Harshajith	

The in hand salary will be INR 14,000 per month during probation period (6 months) and after the probation period the CTC would be 3.25 to 3.6 per annum (35% variable), subject to their performance. The joining date would be in July (would like to know the end date of their examination, please share the same once you get the details).

Would request you to share student consent on acceptance of offer.

Also, we are sharing you the list of students that we kept on hold, in case not all the students in the above list accepts the offer, we will select one from the list below.

1. Nethravathi
2. Sandeep k. A.
3. Naveena
4. Prajwal Kotegar

Regards

HR Department,

TripThrill.



PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

62
AEGIS - MBA/BCA

RE: Dayananda Sagar Institutions: Invitation For Campus Recruitment 2019

Anuja Aroman . <anuja.aroman@aegisglobal.com>

Thu, Apr 4, 2019 at 3:18

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: Ramya M <ramya.m@in.aegisglobal.com>, VIJAY KUMAR T N <VIJAYKUMAR.TN@aegisglobal.com>

Hi Payal,

The names of the students who are shortlisted are :

- Prajwal Gowda N 16CQC41136 - Room
- Swathi K R 166JC26052
- Naveena P 16CQC26048
- Shikha Sinha 166JC26047
- Aishwarya B Yaligar 16CQC41009 - Room
- Shruti Pandey 166JC26048

You can inform these shortlisted students to collect their Letter of Intent from us.

Regards,

Anuja Aroman | Manager – Human Resources |

Aegis Customer Support Services Private Limited, GNR Complex,

Garvebhavi Palya, Kudlu Gate, Hosur Main Road, Behind Trident Hyundai, Bangalore – 560068

C : 08066376666 – VOIP- 6742 |

Email – anuja.aroman@aegisglobal.com | www.aegisglobal.com

AEGIS

Aon.
BESTEMPLOYER

#AON | 2018

Life without a goal is just like walking with your eyes closed

62

1600041140

vantage:agora.

Feb 27, 2019

Dear Pranitha P,

Vantage Agora Marketing Private Limited, is pleased to offer you the position of **Junior Insurance Analyst**. We trust that your knowledge, skills and expertise will be among our most valuable assets. We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and condition.

1. **Date of Joining:** 1st July 2019
2. **Remuneration:** 2,00,000 per annum. The details are given in **Annexure -A**
3. **Location of work:** You will be joining the Vantage Agora Marketing Pvt Ltd office at, Pixel Park A, 4th Floor, PES South Campus, Hosur Road, Bengaluru 5601000
4. **Documents:** Below are the documents that are required to be scanned in the jpg format and sent Via mail by 6th March 2019:
 - All educational certificate
 - Address proof and ID proof (Pan Card, Aadhar Card, Voter ID, Passport)
 - 2 Reference letters (Family and Friend)
 - Experience Certificate and last 3 months pay slip if any
 - Please carry 2 passport size photos on joining date
5. **Benefits:** Every employee is liable for "Employees contribution "to Provident fund (P.F), Employees state Insurance (ESI) besides He/ She is liable for payment of Income tax, Professional tax, as applicable as per Government stipulations. These amounts will be deducted by the company from the gross salary.
6. **Vacation:** You have the privilege of getting approved Indian holidays along with one-day paid leave in a month (12 Leaves in a year). Your weekly offs are on Saturday and Sundays except for one week, every quarter which will be six working days.
7. **Terms and conditions:**
 - During your employment with the company you shall adhere to all policies of the company. Please review the policy when you join the organization.
 - You must sign a one-year service agreement with VA during which you will be on probation for a period of six months on the satisfactory completion you will be a confirmed employee of the organization.
 - You will have to submit your original 10th marks card which will be returned to you on completion of your agreement period.
 - Your payment for any month will be in direct proportion to the number of days you are present. The salary cycle is from 26th of one month to 25th of the next month.
 - Your appraisals will be calculated in the month of July 2020, based on your performance
 - If you do not abide with the rules mentioned above, you will be terminated from your services with Vantage Agora. We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or others either during your employment or after, any information related to the company, its employee's, or associates.

To accept this Job Offer, sign, and date this letter where indicated on the following page. Please note if you do not send acceptance by email by March/06/2019 we will assume that you are not interested in the offer.

Pixel Park A 4th Floor PES South Campus
Electronic City Hosur Road Bengaluru 560100

080.67.59.7508
vantageagora.com

Annexure A

	Earning	Amount
1 (a)	BASIC **	8968
1 (b)	D.A. **	4462
1 (c)	Flexible	942
1 (d)	GROSS SALARY	14372

Apart from the above gross salary the company contributes to PF and ESI to your account as below,

Company contributions	Amounts	Totals
Company's contribution to Provident Fund (P.F.)	1612	
Company's contribution to Employees State Insurance (E.S.I.)	683	
Total	2295	
Cost to Company (CTC)		16,667
CTC per Annum		2,00,000

Employee Salary and Liabilities	Amounts	Totals
Gross Salaries		13430
Less (a) Employees contribution to P.F.	1612	
(b) Employees contribution of E.S.I.	252	
Sub total		1864
Net salary if worked for the full month		12,508

P.F: The amount paid to P.F (The company's contribution and your contribution) will be as savings in your P.F account

ESI: The amount paid to ESI (The Company's contribution and your contribution) is for the medical treatment for you and your family.

vantage:agora.

If you accept this job offer, your hire date will be on the day that you attend new-hire orientation. Plan to work for the remainder of the business day after new-hire orientation ends.

We at Vantage Agora hope that you'll accept this job offer and look forward to welcoming you aboard.

Sincerely,



Jagadish Shetty
Head of Human Capital & Administration
Vantage Agora Marketing Private Limited

Accept Job Offer:

By signing and dating this letter below, I, Pranitha P, accept the job offer of Junior Insurance Analyst by Vantage Agora Marketing Private Limited.

Signature: _____ Date: _____

Pixel Park A 4th Floor PES South Campus
Electronic City Hosur Road Bengaluru 560100

080.67.59.7508
vantageagora.com

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**iPrimed: Capgemini Final round Selects**

4 messages

Chandrakanth <Chandrakanth.P@iprimed.com>

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: shruthi.r@iprimed.com, Umar.Ghafer@iprimed.com, Dhanya Satya <dhanya.satya@iprimed.com>

Dear Ms. Payal,

Capgemini Final round Results : 25 – Jan 2019

No. of students attended : 11**No. of Selects : 08****No. of Rejects : 03****No. of students not attended : 02**

PFB

Sl No	Name	Mobile No	Mail ID	Graduation Stream	Graduation Year	Aggregate %	Final Status Update from Capgemini
1	Krishna Mohan s	8904422627	krishnamohan2627@gmail.com	BCOM	2019	61	Reject
2	VARUN NARAIN CMS171901003	9880624310	varun5.vn@gmail.com	BCOM	2019	75	Select
3	DHANUSH N G 168 MC41091	9916231541	dhanushng98@gmail.com	BCOM	2019	72	Select
4	REVANTH MULA 16CQC26045	9886364274	revanth.tittu@gmail.com	BCOM	2019	74	Select
5	Pranitha .P P 16CQC41140	8867906498	pranitha178@gmail.com	BCOM	2019	85	Select
6	PRASHANT KUMAR JHA CMS161500041	9535102722	kumarjha.prashant19@gmail.com	BCOM	2019	74	Select
7	Abhishek Gowda K L	7338445557	abhishek3098gowda@gmail.com	BCOM	2019	75	Reject
8	Aditya Prakash Patil	6360561268	2adityapatil1997@gmail.com	BCOM	2019	65	Reject
9	Kanishka J 16CQC41065	9743413073	kanishkakani118@gmail.com	BCOM	2019	72	Select
10	NIKHILESH P 16CQC41101	9738916215	nikhilesh.p98@gmail.com	BCOM	2019	67	Select
11	Ankit Yama CMS161500006	8210398322	ankityama604@gmail.com	BCOM	2019	71	Select
12	Akash A M	9620996268	akasha.m885@yahoo.com	BCOM	2019	69	No Show
13	SHARVANI B S	8197134390	sharvanibs141@gmail.com	BCOM	2019	86.16	No Show

Regards,

Sal Chandrakanth

Sr. Campus Connect - Lead



+91-8050035709 +91-80-49567211 Chandrakanth.p@iprimed.com



July 10, 2019

Pranitha P
Shavige Malleshwara Hills,
91st Main Road, 1st Stage,
Kumaraswamy Layout, Bengaluru 560078

TRAINEE OFFER LETTER

Dear Pranitha,

We are pleased to inform you that you are hereby offered the position of a Trainee Medical Scribe in the Medical Scribing Department of our Organization. Presented here are the details of our offer to you in the role of "Trainee Medical Scribe."

Medical Scribe Training: Our training program is designed to implement an objective, scalable, and process-oriented training methodology to transition you into a Medical Scribe in the shortest possible time.

Responsibilities: It is expected that Medical Scribe trainees will make a personal commitment to get the most out of the training program and to transition into the Medical Scribe OJT phase within the stipulated timeframe.

Whilst undergoing training, trainees are expected to:

1. Behave in a professional manner.
2. Apply oneself to understanding the various aspects covered in the training program such as concise/creative writing skills, English grammar, medical terminology, scribing essentials, communication etiquette, typing skills, etc.
3. Meet the required criteria at every stage of the training which will be measured from time to time (weekly, bimonthly, and monthly evaluations) and become eligible to transition to the next stage of training and finally clear the OJT evaluation.
4. Understand in letter and spirit the core ideology of Only Group's security policy under the framework of HIPPA, HITECH, and all the policies relating to confidentiality of patient information.
5. Maintain excellent job attendance.

Stipendiary Training:

Your monthly gross stipend will amount to **Rs 12,000 (Rupees twelve thousand only)** inclusive of all dues.


Salary on Completion of Training:

On successful completion of the OG Healthcare Medical Scribe training program, i.e. meeting the 8 criteria to be a Doctor Approved (DA) scribe, you qualify to handle Medical Scribing services independently for their assigned physician. At this stage, they stand to earn a monthly remuneration of Rs. 38,000.

Leaves: You will not be entitled to leaves during your training period. However, National Festival Holidays will be applicable as per the NFH list published by the company at the beginning of the calendar year.

You will be governed by the rules, regulations, and policies of the company as applicable to you.

Welcome to Infosense Technologies.


Raffath Sultana
Talent Acquisition Lead

OG HEALTHCARE

Infosense Technologies Private Limited

27/A Bhoopasandra Main Road • Bhoopasandra • Bangalore 560094
+91 80 4282 8800 • info@oghealthcare.com • www.oghealthcare.com





PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Requesting for Resumes of Student who have appeared for Online Assessments - ResourcePro

Sagri Gupta <Sagri_Gupta@resourcepro.in>

Mon, Apr 8, 2019 at 5:38 PM

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: CHINMAY KUMAR <ckd@myanatomy.in>, KIRAN KOTIAN MYANATOMY <ksk@myanatomy.in>, K M JaiKumar MyAnatomy <jaikumar@myanatomy.in>, GuruPrasad MyAnatomy <guruprasad@myanatomy.in>, Rupali Kaur MyAnatomy <rupalik@myanatomy.in>, Jyoti Prakash <jyotip@myanatomy.in>, campusplacementsdsi <campusplacementsdsi@dayanandasagar.edu>, Rahul Chatterjee MyAnatomy <rahulc@myanatomy.in>

Dear Payal Mam,

Greetings from ReSourcePro and Congratulations!

Please find below list of the students who have cleared our Final Interview process.

Name	E-Mail	College Name
Pranitha P 16CQC41140	pranitha178@gmail.com	Dayananda Sagar
Revanth Mula 16CQC26045	revanth.tittu@gmail.com	Dayananda Sagar
Aarthilaya S 16CQC41002	aarthilaya.s18@gmail.com	Dayananda Sagar
Kanishka J 16CQC41065	kanishkakani116@gmail.com	Dayananda Sagar

Thanks & Regards,

Sagri

SAGRI GUPTA

EXECUTIVE - TALENT



Internship Proposal

Sonia Singh <sonia.gridlle@gmail.com>

Wed, Dec 19, 2018 at 5:07 PM

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: "srikanth.r.s.nair" <srikanth.r.s.nair@gmail.com>, Smriti Simantika <smriti.gridlle@gmail.com>

Dear Ms. Payal Mandal,

We have short listed the students for Internship. For the orientation there were only 16 students who showed up. These are the selected students

AAQIB AHMED R	RAFIQ AHMED	MALE	ahmedaaqib98@gmail.com	8867357742
SATHISH C K	KUNNE GOWDA	MALE	sck9399@gmail.com	9972725413
RAKSHITHA R	RAMAKRISHNA P	FEMALE	Rakshita1317@gmail.com	7899047372
TABISH ANSARI	ABDUL BASIT ANSARI	MALE	tabi.ansari@gmail.com	8050497347
MOHAMMED UMAR	ANSAR PASHA	MALE	umam0231@gmail.com	9066393211
MRUDULA C	SREEMALI C	FEMALE	mrudula479@gmail.com	7026227007
MULA REVANTH	M VENKATESWARA RAO	MALE	revanth.tittu@gmail.com	9886364274
B S SHARVANI	V R SRIDHAR	FEMALE	sharvanibs@gmail.com	8197134390
TRISHALA R	RAJENDRA M.	FEMALE	trishalaraj8@gmail.com	9900225439
PARVATHY J	R JAGANNATH	FEMALE	paru.cutiepie@gmail.com	9901276670

160241148
160241194
160241107

We will conduct a training program for them on 5th Jan 2019, at Century Club Bangalore starting at 3pm.

We would like you to inform the selected students regarding the training dates and venue

Thanks and Regards,

Sonia Singh
Gridlle Technologies Pvt Ltd
+91 9986440998

[Quoted text hidden]

[Quoted text hidden]

<Gridlle technologies _ BBA BCOM.xlsx>

Letter of Interest

To RAPHAEL JOSEPH

16000 41150

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
4. Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
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For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

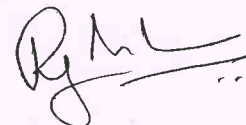
Acknowledgement of receipt:



Raghavendra K
 Senior Vice President &
 Global Head- HRD



Signature:
Issuer's Name: AMLAN
Issuer's Emp. No.: 848225



Name: RAPHAEL JOSEPH
Date: 21/MAR/2019
Location: BANGALORE

INFOSYS BPM LIMITED
 (Formerly Known as Infosys BPO Limited)
 CIN: U72200KA2002PLC030310

Plot Nos. 26/3, 26/4 and 26/6
 Hosur Road, Electronics City
 Bengaluru - 560 100, India
 T 91 80 2852 2405
 F 91 80 2852 2411

16CQC41158
70

Document # HR/TA/Temp/0003 Infosys BPM Ltd JI. 2 Campus Letter of Interest

Infosys
Navigate your nextLetter of InterestTo
RISHAB SURANA

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

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For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. '080-40670678

Yours sincerely,

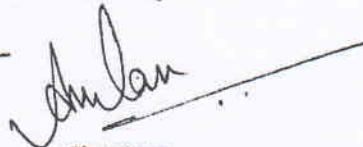
For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD



Signature:
Issuer's Name: **Mr. Amlan**
Issuer's Emp. No.: **848225**

Name: **RISHAB SURANA**
Date: **21-3-19**
Location: **BANGALORE**

HR/TA/Temp/0003 Version: 1.1 Company confidential Copy If Printed 1 of 1

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310
Plot Nos. 26/3, 26/4 and 26/6
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405
F 91 80 2852 2411

Document # HR/TA/Temp/0003 Infosys BPM Ltd IL 2 Campus Letter of Interest



Navigate your next
Letter of InterestTo SACHIN .S

Greetings from Infosys BPMI

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

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For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. '080-40670678

Yours sincerely,

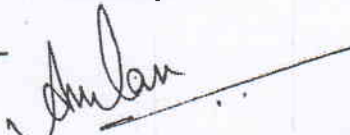
For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD



Signature:
Issuer's Name: Mr. Amlan
Issuer's Emp. No.: 848225

Name: SACHIN .S
Date: 21/03/2019
Location: BANGALORE

HR/TA/Temp/0003 Version: 1.1 Company confidential Copy If Printed 1 of 1

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310
Plot Nos. 26/3, 26/4 and 26/6
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405
F 91 80 2852 2411



Wipro Campus Hiring 2019 for Science and Commerce Undergraduates

lakshmi.rajesh@wipro.com <lakshmi.rajesh@wipro.com>

Tue, May 14, 2019 at 12:31

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>, Gopal S S <ssgopal@dsu.edu.in>

Dear Payal and Srinivas,

Greetings from Wipro.

Please refer below the Details and Name of the students who got selected. We have sent the employment offer to the below selected students kindly ask them to accept it within 2 days or we will withdraw the offer back.

Tech Hiring

Total Footfall Expected	Registrations	Actual Appeared	Test Selects	Tech Selects	HR Selects
100	1	1	0	0	0

SD Hiring

Total Footfall Expected	Registrations	Actual Appeared	GD Selects	Tech Selects	HR Selects
150	50	21	4	4	4

Selects SD

Name	DOB	Email Id	Phone Number	College Name
Sanjay S V	18-May-98	sanjaysrujen@gmail.com	7349468500	DSI 16CQC4117
Sadhana B	27-Apr-99	Sadhana2799@gmail.com	9980579281	Dayananda sagar institution 16CQC4116
Bhagyashree Dutt M	7-Feb-98	mahdutt@yahoo.com	7975162243	JAIN EVENING COLLEGE
Bindushree M Jalihal	4-Aug-98	bindushreejalihal@gmail.com	9886133036	Indian Academy degree college autonomous

Thanks & Regards,



Lakshmi Rajesh Nair | Global Campus Hiring Team- TA |

EC3 - Tower 8 | 2nd Floor | C Wing | Bangalore | India

Mobile: +91- 9167369590

Letter of Interest

To SANDHYA J

1600041167

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

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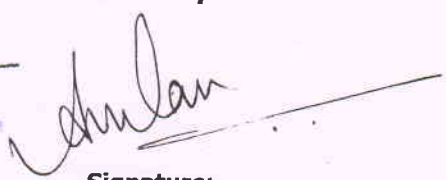
Yours sincerely,


For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:


Raghavendra K
Senior Vice President &
Global Head- HRD


Signature:
Issuer's Name: AMLAN
Issuer's Emp. No.: 848225


Name: SANDHYA J
Date: 21/MAY/2019
Location: BANGALORE

1600041190 73

Infosys®

Navigate your next

Letter of Interest

To

Sanjana V. Gowda
Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

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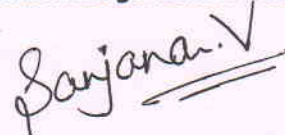
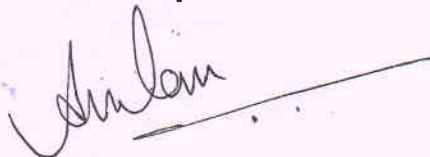
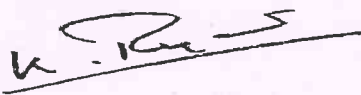
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Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD

Signature:
Issuer's Name: AMLAN
Issuer's Emp. No.: 848225

Name: *Sanjana V. Gowda*
Date: *21-Mar-2019*
Location: *Bangalore*

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310



PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

74
1620041170**CGS-Job Offer/BLRBO-Sanjana V Gowda-19-June-2019**

1 message

Sumpa Nanda <sumpa.nanda@compasslog.com>

Wed, Jun 19, 2019 at 7:34 PM

To: "sanjanaav98@gmail.com" <sanjanaav98@gmail.com>

Cc: Shamshuddin Ali <Shams@compasslog.com>, Faiz Ahmed <faiz.ahmed@compasslog.com>, PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Dear Sanjana,

We are pleased to offer you employment at Compass Global Services (India) Pvt. Ltd. We feel that your skills and background will be a valuable asset to our team.

The position being offered to you is **Operations Executive in Bangalore Back office**. Your **Date of Joining is 1st July 2019** and **reporting time is 10:30 AM**.

Upon acceptance, clear and colored scanned copies of the following documents should be provided:

1. Passport Copy (Front and Back Pages)
2. Recent Personal Photo (With White Background)
3. Educational Certificate
4. Aadhaar Card & Pan Card Copy

Looking forward to welcoming you as a new employee at Compass Global Services!

Sumpa Nanda

HR



Compass Global Services (India) Pvt. Ltd.

5th Floor, NCC Urban Windsor, Airport Road, Opp Jakkur Aerodrome, Bangalore, 560064.

Tel: 080 – 46472400 Extn:1844. Cell: +91-9711292060

Corporate Offices: Dubai – UAE

www.compasslog.com

*Any and all business transactions (e.g. quotation, advice, information etc.) included herein are subject to **Compass Ocean Logistics' General Terms & Conditions**, a copy of which is available on our **website www.compasslog.com**. Soft copy can be provided upon request.*

11th March, 2019

Sub: Offer of employment by Pin Click

Dear Sanjana,

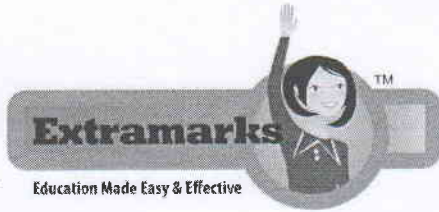
Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of "Property Advisor", with effect from 1st July, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	SANJANA V GOWDA	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	01-July -2019	
	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
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(3-4 Meeting Per day)	6000	72,000
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	*Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
Note: * Performance Enhanced Incentives Is Target Based. * The Offer/ Salary Is Subjective To Completion Of Training *During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total CTC=3,72,000 INR.			



16CQC41171

Extramarks Education India Private Limited

D-180, Sector-63, Noida, U.P. - 201301, India

Ph. : +91-120-4175300

Date : 29-May-2019

Name : Sanjay SV

Location : Karnataka,

Address : Flat No. 303, Vensar Homes No. 20, 14th Cross, 20th Main, BTM 1st Stage, Venkateshwara Layout, Marutnagar, , Bangalore, Karnataka - 560068

Dear Sanjay SV,

Subject : Offer letter of employment as **Business Development Executive**.

With reference of your application and subsequent interview with us, we are pleased to offer you the position of **Business Development Executive**. Your cost to company(CTC) and other terms of service shall be as per the discussion you had with us.

We would expect you to join as early as possible but not later than **24-Jun-2019**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, and confirmed in writing.

As the first step to joining, we would require you to kindly upload the following documents.

- Copies of Educational Certificates.
- Passport size photographs.
- Last payslip received from the previous employer.
- Clearance from previous employer.
- Address Proof.
- Identification Proof(PAN Card/Driving License/Voter ID/Passport Copy).
- PF documents (Form 11 & Form 2).
- Reference sheet form.
- Adherence to Anti Corruption Policy.

The URL for the link is: <http://careers.extramarks.com/index/filldetail/refId/MzIwNjY0Mjc=>

You would also need to upload a scanned copy of this letter with your acceptance. In case you need any help or have any query, do let us know.

You are being offered the above position on the basis of authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter (including the appointment, if made) can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

You agree, acknowledge and authorize the Company to carry out necessary verification, background check on you (which may be carried out by a third party) from your institution, college, previous employer etc. Should the Company receive any negative feedback during such verification, background check, the Company shall be well within its right to withdraw/terminate this offer letter (including your appointment, if made) without any legal liability on the Company.

We are confident you will find this new opportunity both challenging and rewarding. We are excited to have you on board and wish you a great career ahead !

Sincerely,

HR Department

I have been explained the terms and conditions of my employment and I have understood the same and accept them entirely. I shall join service on or before **24-Jun-2019**.

Accepted



Wipro Campus Hiring 2019 for Science and Commerce Undergraduates

lakshmi.rajesh@wipro.com <lakshmi.rajesh@wipro.com>

Tue, May 14, 2019 at 12:31

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>, Gopal S S <ssgopal@dsu.edu.in>

Dear Payal and Srinivas,

Greetings from Wipro.

Please refer below the Details and Name of the students who got selected. We have sent the employment offer to the below selected students kindly ask them to accept it within 2 days or we will withdraw the offer back.

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SD Hiring

Total Footfall Expected	Registrations	Actual Appeared	GD Selects	Tech Selects	HR Selects
150	50	21	4	4	4

Selects SD

Name	DOB	Email Id	Phone Number	College Name
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Sadhana B	27-Apr-99	Sadhana2799@gmail.com	9980579281	Dayananda sagar institution 16CQC4116
Bhagyashree Dutt M	7-Feb-98	mahdutt@yahoo.com	7975162243	JAIN EVENING COLLEGE
Bindushree M Jalihal	4-Aug-98	bindushreejalihal@gmail.com	9886133036	Indian Academy degree college autonomous

Thanks & Regards,



Lakshmi Rajesh Nair | Global Campus Hiring Team- TA |

EC3 - Tower 8 | 2nd Floor | C Wing | Bangalore | India

Mobile: +91- 9167369590

Letter of Interest

To

1600041172

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

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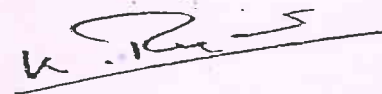
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Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Shahida Khan

Raghavendra K
Senior Vice President &
Global Head- HRD

Signature:
Issuer's Name AMLAN
Issuer's Emp. No.: 848225

Name: SHAHIDA KHAN
Date: 21/MAR/2019
Location BANGALORE

168 MC 4 1125

B Com



Date: 10 Apr 2019

Mr.Sreenivas Ganesh Malapaka.
S/o Gopal Malapaka,F-406,Mantri Tranquil.
Gubbalala Village ,Kanakapura Road,Bangalore -61

Dear Sreenivas Ganesh,

Sub: Letter of Intent

We are pleased to offer you to join MFX or any of the Qess companies/subsidiaries based at Bangalore. We believe your skills / Knowledge are an excellent match for our company.

The detailed appointment letter will be issued to you at the time of your joining the organization.

You will be required to join us on or before **1st July 2019**. Kindly sign a copy of this in acceptance of this Letter of Intent and return the same for our records.

Annual Fixed CTC for this position is INR **230,000/A (Two lakhs Thirty Thousand only)**.

We look forward to you joining our organization and to a mutually beneficial association.

This offer is subject to Below Terms & Conditions.

- Suitable reference checks and document verification.
- Successful completion of your Current Education (Degree) & submission of Relevant marks cards & Certificates at the earliest.

Yours Sincerely,
For MFX Infotech Pvt Ltd

Shveta Kaw

Shveta Kaw
Senior Manager - HR

MFX Infotech Pvt. Ltd. (A Qess Company)

Prestige Omega 1st Floor, EPIP Zone, Road no: 2, Vijaynagar, Whitefield, Bengaluru – 560066
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