

Offer: Computer Consultancy
Ref: TCSL/DT20223101775/Bangalore
Date: 28/12/2022

Pooja Dileep
22-6-956/8 RagaAmbanagar, Arekerebail,
Jeppu Market,
Mangaluru-575001,
Karnataka.
Tel# 91-9449626514

Dear Pooja Dileep,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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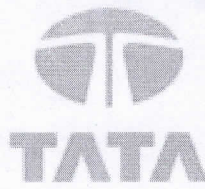
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Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of `14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be `5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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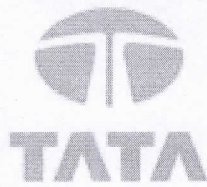
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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of `1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be `600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of `200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto `60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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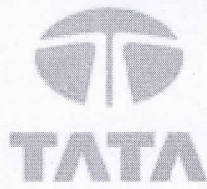
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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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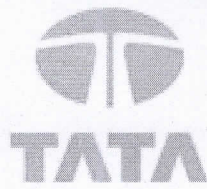
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RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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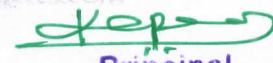
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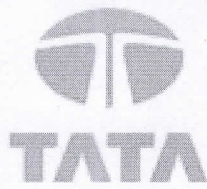
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3. Training Period

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

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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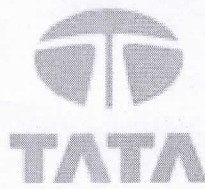
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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

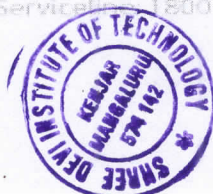
10. Service Agreement

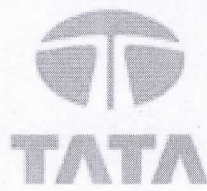
As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL `50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.





12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

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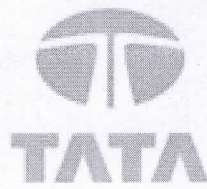
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16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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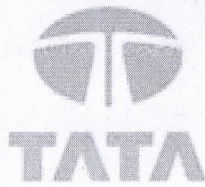
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- address affidavits etc.)
- Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.


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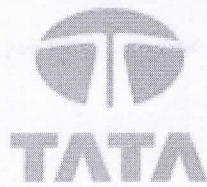
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22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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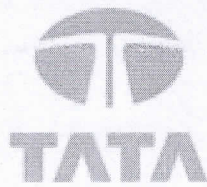
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(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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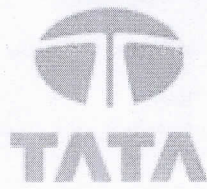
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Withdrawal of Offer

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

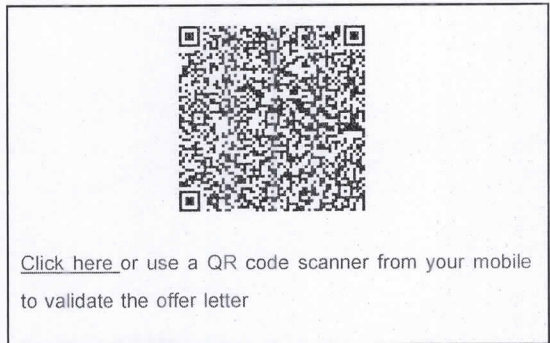
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

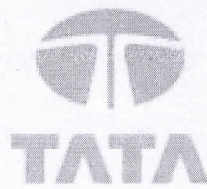
For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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





GROSS SALARY SHEET

Annexure 1

Name	Pooja Dileep
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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TCSL/DT20223101775

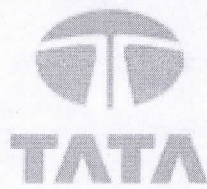
14

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



depa
Principal
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MANGALORE



Annexure

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	

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TCSL/DT20223101775

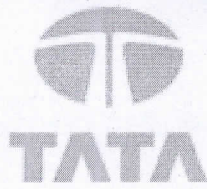
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TATA CONSULTANCY SERVICES

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Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Services: 1800 209 3111 Email: careers@tcs.com



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MANGALORE



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

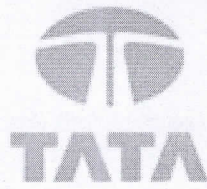
(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.





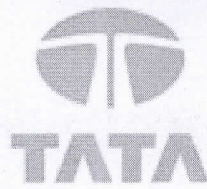
2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.





4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

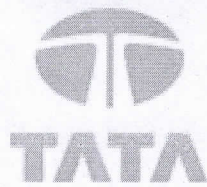
(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



[Signature]
Principal

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MANGALORE**



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

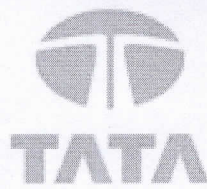
9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.




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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

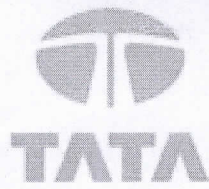
(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.





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

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

TATA CONSULTANCY SERVICES

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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MANGALORE

HRD/2T/23-24/1006865838

September 27, 2023

Ms. Ashrita .
Candidate ID: 1006865838
7/134 A ,
Hejamadi, Udupi, near M.S Ice plant ,
Udupi-574103
India
Ph No : +91-8296144395

Dear Ashrita,

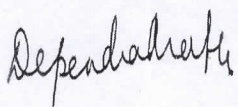
Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where people are empowered to move forward as far as their ideas will take them.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to training with you and wish you success in your career with us.

Warm regards,




Dependra Mathur
SVP and Global Head - Human Resource Development, Infosys BPM Limited

INFOSYS BPM LIMITED
Building 48, 4th Floor,
Section 1,
Electronic City Hosur
Road, Bangalore -
560100




Principal
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



November 14, 2022

To:
SAISH GOWDA
Bijai, Mangalore
District: D.K - 571344

MBA -
3

Dear SAISH GOWDA

Sub: Offer Letter

We are pleased to offer you the position of **Software Development Engineer Trainee, Mobile** at 7EDGE Private Limited ("7EDGE").

Here at 7EDGE, we are committed to both your personal and professional growth. You will, until revised later in writing at 7EDGE's sole and absolute discretion, receive a compensation of Rupees Three Lakh Thirty Six Thousands Only (INR 3,36,000/-) per year as your cost to company ("CTC").

If you choose to accept this offer, your effective date of employment with 7EDGE shall be from June 01, 2023 and your place of employment shall be **Mangalore**. Additionally, on acceptance of this offer, you will be required to furnish copies of the following documents of qualification along with a signed copy of this letter, no later than November 17, 2022:

1. PAN and Aadhaar;
2. Educational Certificates;
3. 1 Passport size photographs;
4. National Skill Registry e-Card. (In reference to NSR please register yourself on www.nationalskillsregistry.com and carry a printout of NSR e-Card.

Please be informed that in the event that signed copy of the offer letter along with the requisite documents are not received by November 17, 2022 the offer shall be deemed to be rejected.

Please note that the terms of this offer are strictly confidential and the same shall not be disclosed to any third party under any circumstances without the prior approval of 7EDGE.




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MANGALORE

Ashu Kaiekar

We believe this offer represents the beginning of an exciting and satisfying career at 7EDGE. As a member of 7EDGE, we look forward to a long and mutually fruitful professional relationship with you and wish you all the very best.

Yours sincerely,

For 7EDGE Private Limited

Ashu Kajekar

Ashu Kajekar (Nov 14, 2022 17:49 GMT+5.5)

[Authorized Signatory]

Acknowledgement

I acknowledge the receipt of this letter and confirm my acceptance of the terms and conditions contained herein.

SAISH GOWDA

RAHUL N VASTER (Nov 16, 2022 18:59 GMT+5.5)

SAISH GOWDA

Date: 16/11/22




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MANGALORE

Annexure 1

Particulars	Monthly Breakup	Annual Breakup
Basic + DA	14,000	168,000
HRA	5,600	67,200
Special Allowance	4,072	48,866
Conveyance Allowance	1,600	19,200
Total (A)	25,272	303,266
Other Employer Costs		
Employers EPF Contribution	1,680	20,160
Gratuity	602	7,224
Medical Insurance	446	5,350
Total (B)	2,728	32,734
Gross Cost to Company	28,000	336,000
Monthly Deductions		
Employees Contribution towards EPF	1,680	20,160
Employees Contribution towards ESI	-	-
Professional Tax	200	2,400
Total (C)	1,880	22,560
Net Take Home Salary (A) - (C)	23,392	280,706

Notes:


1. You will be eligible for a Group Health Insurance with a coverage of Rs. 3,00,000 and Accidental benefits including Temporary and Partial Disability of Rs. 10,00,000 from 7EDGE
2. You have enhanced coverage to a Group Insurance in the form of Super Topup of Rs. 20,00,000 and Accidental benefits including Temporary and Partial Disability of Rs. 5,00,000. Powered by Jupiter. T&C applicable.
3. At 7EDGE you will also enjoy the benefits of On Demand Salary (ODS) - 50% of the salary or Rs. 50,000 whichever is lower. Powered by Jupiter. T&C applicable.
4. Tax Deduction at Source (TDS) as applicable.


Ashu Kajekar

Ashu Kajekar (Nov 14, 2022 17:49 GMT+5.5)

SAISH GOWDA

RAHUL N VASTER (Nov 16, 2022 18:59 GMT+5.5)





Principal
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



Dear Keerthik ML,

We are thrilled to extend to you an offer to join Kakunje Software as Software Developer. Your skills align perfectly with what we are looking for in this role, and we are confident that you will make significant contributions to our team.

Your responsibilities will include,

- Working with an agile team to develop, test and maintain Mobile & Web enterprise grade software assisting in the collection and documentation of user's requirements, development of user stories and estimates.
- Preparing reports, manuals and other documentation on the status, operation and maintenance of software.
- Design, develop and unit test applications in accordance with established standards.
- Participating in peer-reviews of solution designs and related code.
- Package and support deployment of releases
- Working with teammates in the migration of older applications to current technologies.
- Developing, refining and tuning integrations between applications.
- Analyzing and resolving technical and application problems.
- Adhering to high-quality development principles while delivering solutions on-time and on-budget.
- Providing third-level support to business users.
- You'll be working as an in-house developer and you also may be deputed at clients' office, anywhere in India as per projects' requirement. You may inculcate our Corporate Values -
- In Leadership - Do what's right, even if it's tough In Collaboration-Leverage our collective genius, be a team.

You will report directly to Rajath Kumar, Software Developer.

We are offering you a competitive salary package of 4, 00,000 per annual. Additionally, you will have access to other perks and your start date is set for 11/07/2023.

Please review the enclosed documents carefully. If you have any questions or concerns, do not hesitate to contact us. Once you have reviewed and accepted this offer, please sign and return the enclosed copy to indicate your acceptance.

We are excited about the opportunity to welcome you to our team and look forward to your contributions.

Accepted

Gopala Krishna Bhat Kakunje
KAKUNJE SOFTWARE PRIVATE LIMITED

(Signature)

OFFER LETTER

Date: 22/06/2023

Dear Aswin Vijay,

With reference to your application and the subsequent interview you had with us, we are Pleased to offer you an employment offer with Accolade tech solution.

We take this opportunity in wishing you the very best in your new employment as well as advising you that our offer letter is on the following terms and conditions:

1. Period of Service: The first three (3) months of your employment will be probationary. You shall, for the purpose of your employment with us, sign this offer letter for submission and approval of the management. You will be monitored for these three (3) months. The first 10 days including the day of joining will be "On Job Training" or "Training Period" and will be unpaid.
2. Designation and Salary: You shall be employed as a Trainee Developer with us and your benefits will be as follows:
3. Remuneration: For the duration of your probation period you will be eligible for a compensation of 25,000 INR.

Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

During the probationary period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 days' notice should you wish to terminate your offer before the end of your probation period.

By accepting this offer letter of employment, you acknowledge that you will keep all this information strictly confidential and refrain from using it for your own purposes that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents.



Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

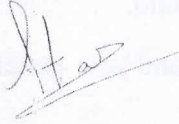
Job Type: Full-Time Employment (After Probation Period)

Location: Bangalore

DOJ: 14/07/2023

Pay after Probation period: CTC 4 LPA

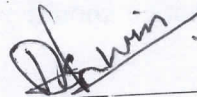
Thanking you and looking forward to a continued valuable association with you.
Yours faithfully,



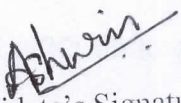
Harish
(Manager)

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Accolade tech solution.

NAME:  [ASHWIN VIJAY]

DATE: 25/06/2023


(Candidate's Signature)

10th April 2023

To

Deepika H N

Sub: Letter of Appointment

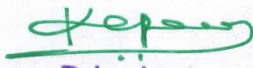
Dear Deepika H N,

Congratulations and welcome onboard, we are delighted to have you in our exciting team! We have pleasure in appointing you as "Associate Property Advisor", with effect from 20th April 2023

The terms of our offer and the benefits currently provided by the Company are as follows:

1. The details of your annual earnings are attached herewith as **Annexure A**. Once the PPO is confirmed **4.80 LPA** is applicable and attached herewith **Annexure B**.
2. As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions, which will be the property of the Company. To protect the interests of the Company and Company's clients, you will need to sign the Company's standard "Employee Non-Disclosure and Confidentiality Agreement" as a condition of your employment, attached herewith as **Annexure C**. We wish to impress upon you that we do not want you to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have to any former employer.
3. 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.
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. Your initial posting as Pin Click employee will be at our Bangalore 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.
6. 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.
7. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
8. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.




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9. The employee covenants and agrees that for the Employment Period and three (3) years after the termination of the employment, she/he shall not, directly or indirectly employ or attempt to employ any person who is in the employment or working as a consultant of the Company at the time of the alleged prohibited conduct.
10. You will not undertake any business or solicit employment of any person, firm, partner and client who is associated with Pin Click in any manner for the contract period and three (3) years after the termination of the employment.
11. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

ADDITIONAL BENEFITS:

Bank/Salary

Your salary will be paid by cheque/wire transfer

Please provide us the COPY of the following testimonials:


<p>Educational Qualification</p> <p>A. Mark sheets and certificates of 10th standard, 12th (PUC) standard, graduation & post-graduation.</p>
<p>Work Experience</p> <p>A. Experience & relieving certificates of your current & all your previous employers. B. Latest pay slip & Form " 16.</p>
<p>ID and Address Proof</p> <p>A. Passport B. Driving license/PAN card C. Address proof: Present & permanent D. One reference of your manager, one from the team member of your previous job & one from your friend and one from your relative. E. 5 copies of your passport size photographs (The photographs must be taken recently)</p>

Note:

At the time of your joining, you would be required to bring the originals, but you will be submitting a **COPY** of the above mentioned testimonials. (In the event of termination of employment by either of us, the company will not return the submitted copies of testimonials).

You are requested to submit the passport copy within 60 days of joining in case you do not have at the time of joining.




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GENERAL TERMS:

Pin Click human resources electronic data are held and secured in India. Personal data may be accessed from Pin Click locations worldwide, as required for business purposes, by personnel with appropriate access privileges. Personal data may be shared with external organization as required to permit their provision of services to the Pin Click workforce. Your provision of the personal data confirms your consent to this process.

If any provision of this Agreement is determined to be invalid or unenforceable, the validity or enforceability of the other provisions shall not be affected.

This agreement sets forth the entire agreement between you and Pin Click with respect to the subject matter it addresses and supersedes all prior representations and understandings, whether oral or written." This Agreement may be changed only by an agreement in writing signed by you and Pin Click.

By signing below you are agreeing that you have read and understood every provision of this Agreement and that, in consideration for your employment at Pin Click, you agree to be bound by all the terms, conditions, and obligations set forth above.

To accept this offer, sign both copies of this agreement and return the duplicate copy to Pin Click address given below. 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

Founder

I have read and understood this offer letter and hereby acknowledge, accept and agree to the terms set forth above.

ACKNOWLEDGED AND ACCEPTED:

Signature: Deepika H

Date: 12/04/23




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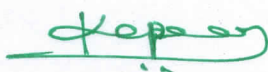
The details of your annual earnings are attached herewith as **Annexure A**.

Pinclick.com has crucial deliverables to our customers all the time. Your individual goals and objectives have been aligned with the Company's business objectives. All entitlements given above are applicable after joining. The entitlements are subject to any Company policy, procedure or guideline that may be issued from time to time. All prerequisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value.

ANNEXURE - A

COMPENSATION & BENEFITS STATEMENT - PIN CLICK			
EmployeeDetails	Name	Deepaka H N	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20 th April 2023	
	C & B CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	6,600	79,200
	House Rent Allowance	5,500	66,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	2,000	24,000
	Special Allowance	4,741	56,892
	Sub-Total I / Gross Pay	20,891	2,50,692
B	Professional Tax	200	2,400
	PF Employer	792	9,504
C = A - B	Net Salary	19,899	2,38,788
Benefits			
D	PF Employee	792	9,504
	Gratuity	317	3,804
	Sub-Total II	1,109	13,308
Total A + D	Cost To The Company	22,000	2,64,000
E	Performance Enhanced Incentives	15,000	1,80,000
<p>Note: 1. Performance Enhanced Incentives is Target Based.</p> <p>2. The Offer/ Salary Is Subjective To Completion Of Training</p> <p>3. Android mobile and Two-wheeler is mandatory with a valid driving license.</p> <p>4. There will be 7 days of training period and an assessment post which your payroll will start</p> <p>5. Above annexure includes ₹ 3,000 petrol allowances and ₹ 500 mobile bill deduction</p>			
<p>1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.</p> <p>2) Professional Tax to be deducted from the monthly Gross salary as applicable</p>			





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The details of your annual earnings after the PPO is confirmed are attached herewith as **Annexure B**.

ANNEXURE - B

COMPENSATION & BENEFITS STATEMENT - PIN CLICK			
EmployeeDetails	Name	Deepak H N	
	Designation	Associate Property Advisor	
	Department	Sales	
	Date of Joining	20 th April 2023	
	C & B CATEGORY	INR - Monthly	INR - Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	Children Edu Allowance	2,000	24,000
	Special Allowance	5,940	71,280
	Sub-Total I / Gross Pay	23,740	2,84,880
B	Professional Tax	200	2,400
	PF Employer	900	10,800
C = A - B	Net Salary	22,640	2,71,680
	Benefits		
D	PF Employee	900	10,800
	Gratuity	360	4,320
	Sub-Total II	1,260	15,120
Total A + D	Cost To The Company	25,000	3,00,000
E	Performance Enhanced Incentives	15,000	1,80,000
<p>Note: 1. Performance Enhanced Incentives is Target Based.</p> <p>2. The Offer/ Salary Is Subjective To Completion Of Training</p> <p>3. Android mobile and Two-wheeler is mandatory with a valid driving license.</p> <p>4. There will be 7 days of training period and an assessment post which your payroll will start</p> <p>5. Above annexure includes ₹ 3,000 petrol allowances and ₹ 500 mobile bill deduction</p>			
<p>1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.</p> <p>2) Professional Tax to be deducted from the monthly Gross salary as applicable</p>			




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ANNEXURE C

EMPLOYEE NON-DISCLOSURE AND CONFIDENTIALITY AGREEMENT

This is an agreement between Pin Click Property Management Services Pvt. Ltd., hereafter mentioned as **Pin Click**, ("Company") and **Sharath Kumar yl**("Employee") that is effective from **20th April 2023**.

During employment, Employee will be in a capacity wherein he/she will/may receive confidential information that is of value to Company or Company's Clients. Employment creates a relationship of confidence and trust between Company and Employee with respect to certain confidential, proprietary or trade secret information. You therefore agree to abide by the following terms and conditions:

For the purposes of this Agreement, all confidential, invention, proprietary or trade secret information will be referred to as "Confidential Information".

1. Confidential Information includes without limitation:

- (a) All software developed or licensed by/for Company or licensed to Company by a third party, and any documentation or listing pertaining to such software; the term "software" as used in this paragraph refers to software in various stages of development or any product thereof and includes without limitation the literal elements of a program (source code, object code or otherwise), its audio-visual components (menus, screens, structure or organization), any human or machine readable form of the program, and any writing or medium in which the program or the information therein is stored, written or described, including without limitation, diagrams, flowcharts, designs, drawings, specification, models, data, bug reports and customer information.
- (b) Any business related plans, reports, forecasts, contracts, agreements and customer and employee lists of Company.
- (c) Any information or material not described above which relates to Company's inventions, technological developments, "know-how", purchasing, accounting, merchandising, or licensing.
- (d) Any information of the type described above which Company has a legal obligation to treat as confidential, or which Company treats as proprietary or designates as confidential, whether or not owned or developed by Company.

Confidential Information shall not include information known publicly or generally employed in the trade, nor shall it include generic knowledge that Employee would have learned in the course of similar employment elsewhere.

At all times, both during and after employment with Company, employee will hold information in confidence, and will not use, transfer, publish, disclose, or report Confidential Information directly or indirectly, except such disclosure to other Company's employees or authorized third parties as may be necessary in the ordinary course of performing your duties for Company or otherwise as directed by Company.

2. Action on Breach

- (a) The Employee will notify the Company immediately upon realization of any breach of this Agreement, and will cooperate in every reasonable way to help the Company regain possession of the Confidential Information and prevent further breach.
- (b) The Company will be entitled, without waiving any other rights or remedies, to seek such injunctive or equitable relief as may be deemed proper by a court of competent jurisdiction from the employee.

3. Applicability of Provisions

- (a) The provisions of this Agreement are severally applicable and will not be considered waived by any act or acquiescence, except by a specific prior written confirmation." Accordingly, both Company and Employee will expressly agree in writing to any changes in the Agreement.
- (b) If any provision of this Agreement is held illegal, invalid or unenforceable by law, the remaining provisions will remain in effect." Moreover, should any of the obligations of this Agreement be found illegal or unenforceable for any reasons, such obligations will be deemed to be reduced to the maximum duration, scope or subject matter allowed by law.



(c) If any action at law or in equity is necessary to enforce or interpret the rights arising out of or relating to this Agreement, the prevailing party shall be entitled to recover reasonable attorney's fees, costs and necessary disbursements in addition to any other relief to which it may be entitled.

4. Jurisdiction

This Agreement will be governed by the laws of India on all substantive aspects, and both parties consent to the jurisdiction of the courts in Bangalore, India.

5. Tenure and Survival

All obligations created by this Agreement shall survive change or termination of the relationship for a period of five years from the date of the disclosure of the Confidential Information or the change in/termination of the employment relationship of the parties whichever is later.

I, _____ have read and understood this non-disclosure and confidentiality agreement.

ACKNOWLEDGED AND ACCEPTED:

Signature: Deepika HP

Date: 12/04/23



Deepika
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LETTER OF INTENT

- (a) The employee shall manage the day-to-day affairs of the company and shall supervise the office staff and any other employees of the Company. The supervisory function shall be discharged by the employee with due regard to his KRA"s.
- (b) The employee shall at all times abide by the policies and practices of the Company and comply with applicable laws

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

Name: Deepika H N.

Signature: Deepika H N.

Date: 12/04/23.

Anticipated Start Date: 20/04/23



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OL NO. VNTRSINT1083

3 April 2023

Dear Manoj V Poojary,

Further to your recent interview, I am pleased to offer you the following employment as **Business Development Intern** with Vintrus, with a commencement date of **10 April 2023**. Please report to the undersigned on **10 April 2023** at our office located based on the terms and conditions stated herein. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement.

You will be under 10 days of unpaid training from **10 April 2023 to 19 April 2023**

On the Job Training Start Date : **20 April 2023**

On the Job Training End Date : **19 October 2023**

COMPENSATION DURING PROBATION / INTERNSHIP: *(Subject to statutory and other deductions)*

Stipend : INR **15000** Per Month+ INR **10000** Per Month

Target : INR **220000** Per Month

We request you to send the copy of this letter to greetings@vintrus.com along with the documents mentioned in Annexure. If we do not receive the above mentioned documents in token of acceptance from you within tomorrow from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Vintrus, and will report on or before **10 April 2023**.

SIGNATURE: _____

Manoj - M

DATE: _____

06/04/2023

(Candidate's Signature)

VINTRUS EDUTECH

9th Main, 22nd Cross Rd, 7th Sector,
HSR Layout, Bengaluru, Karnataka 560102.

info@vintrus.com




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Working Hours : 9 Hours a day (*Inc. Lunch Break*).

Job Type : Full Time Training/Internship.

Location : Bangalore (*as communicated by HRD*).

POST PROBATION / INTERNSHIP PACKAGE: (*Based on Performance during Probation/Internship*)

Salary CTC Range : **CTC 3-5 LPA** + Performance based incentive

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination• 12th standard or equivalent examination• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOUR SCANNED COPY OF YOUR : <ul style="list-style-type: none">• Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: <ul style="list-style-type: none">• Bank PassBook First Page• Bank Name,

Training Policy

- ◆ By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- ◆ During the training period you will not receive any of the employee benefits that regular employees receive.

VINTRUS EDUTECH

9th Main, 22nd Cross Rd, 7th Sector,
HSR Layout, Bengaluru, Karnataka 560102.

info@vintrus.com



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- ◆ The company reserves all the right to terminate your employment at any time without providing any reasons or notice.
- ◆ At any time if you wish to discontinue the training due to personal reasons , you will have to serve a notice period of 1 month (as per the T&C mentioned by HR's) or will have to pay a compensation equal to 1 month stipend.
- ◆ You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit).
- ◆ The original documents you provided will be returned back after completion of background verification.
- ◆ Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
- ◆ All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- ◆ Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- ◆ You will observe all policies and practices governing the conduct of our business and employees.
- ◆ Official communication either within the company or outside the company should be through the company Email of your manager only.
- ◆ Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company and the package may vary depending on the candidate performance during their probation / employment.

SIGNATURE: Manoj M. DATE: 06/04/2023.

(Candidate's Signature)

Aadhar Number : _____

PAN Number : _____

Beneficiary Name : _____

Bank Name: _____

IFSC code : _____


Account Number : _____

VINTRUS EDUTECH

9th Main, 22nd Cross Rd, 7th Sector,
HSR Layout, Bengaluru, Karnataka 560102.

info@vintrus.com




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March 9, 2023

Offer Letter

Dear Ruthwik K,

We are pleased to offer you the position of Trainee Engineer at Blueline Computers. Here we are committed to both your personal and professional growth. You will, until revised later in writing at Blueline Computers sole and absolute discretion, receive a compensation of Rupees Three Lakh Thirty Six Thousands Only (INR 3,36,000/-) per year as your cost to company ("CTC").

If you choose to accept this offer, your effective date of employment with Blueline Computers shall be from June 01, 2023 and your place of employment shall be Mangalore. Additionally, on acceptance of this offer, you will be required to return the signed copy of this letter, no later than May 1.

Please be informed that in the event that signed copy of the offer letter along with the requisite documents are not received by March 10, 2023 the offer shall be deemed to be rejected.

Please note that the terms of this offer are strictly confidential and the same shall not be disclosed to any third party under any circumstances without the prior approval of Blueline Computers.

We believe this offer represents the beginning of an exciting and satisfying career at Blueline Computers. As a member of Blueline Computers, we look forward to a long and mutually fruitful professional relationship with you and wish you all the very best.

Yours sincerely,

Yathiraj, Blueline Computers

Yathiraj

Acknowledgement

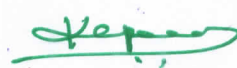
I acknowledge the receipt of this letter and confirm my acceptance of the terms and conditions Contained herein.

Name: *Ruthwik K.*

Signature: 

3rd Floor Brahma Samaja Complex. Near Navabharath Circle. Mangaluru, Karnataka 575003.
Contact/Whatsapp: +91 99001 44664. +91 80889 76718. Email: info@bluelinecomputers.com




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OFFER LETTER

Dated:

Dear Aishwarya K S,

We are happy to inform you that you have boon short listed in our screening test.

Training In our incubation centre starts on ..., (V

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments on time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards-10th 12th/PUC, Degree and Govt ID proof

This letter is valid on the date of joining mentioned in the mail If you join on any

other date free training will not be valid. You may have to pay the fees.

Thank you
Qspiders Campus Connect Team.

9513684738 / 0663035838 / 8061922966



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01, Hoyavadana fiao Rd, Basappa Layout, Gavipurom Extention,
Kempgowdo Noger, Bengaluru, Karnataka 560019

Offer Letter

Date: 4/06/2023

Dear Thahseer,

TheoryDesk is pleased to offer you a Job opportunity as a "Trainee Software Engineer".

We would like you to join us on or before June 20th 2023. The appointment is terminable on giving written notice of 60 days by either side or salary in lieu of notice. Your target compensation will be Rs. 3,00,000/- (Rupees Three Lakh) per annum.

In the first instance you will be on probation for a period of Three months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation.

We take this opportunity in wishing you the very best in your new employment as well as advising you that our offer letter is on the following terms and conditions:

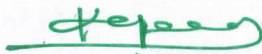
1. Period of Service: The first three (3) months of your employment will be probationary. You shall, for the purpose of your employment with us, sign this offer letter for submission and approval of the management. You will be monitored for these three (3) months. The first 10 days including the day of joining will be "On Job Training" or "Training Period" and will be unpaid.
2. Designation and Salary: You shall be employed as a "Trainee Software Engineer" with us and your benefits will be as follows:
3. Remuneration: For the duration of your probation period you will be eligible for a compensation of 20,000 INR.

Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

Performance Appraisal: All employees who join on or before 15th January will be eligible for a Performance Appraisal in April. Your eligibility for a compensation changes within the first year

256, 2nd Main, 10th Cross, Padmanabhanagar (BSK II Stage), Bengaluru, Karnataka, India, 560070.




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of joining will depend on performance and relative position within the compensation band for your role. Compensation details are confidential and not to be disclosed to any person other than your immediate manager.


This offer of appointment is valid up to a period of one week from the date of this letter. You will be governed by all the policies and procedures of the Company as applicable from time to time. The Company has the right to change or modify your terms and conditions of service at any time. Though you have been engaged for a specific position, the Company reserves the right to transfer you to any other branch, location, Department, and establishment of the Company in India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

Please sign and return a copy of this letter as confirmation of your acceptance of the above. We look forward to a long and mutually beneficial relationship.

**For: Manisha
TheoryDesk**




I am in agreement with the aforementioned terms and conditions of employment.

Signature: 
Name: Thaseer

Date: 06/06/2023




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OL No: AM4665

Date : 11-October-2023

Dear **Kiran**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **ACADEMOR** as an **Academic Counsellor** and you will be reporting to the office on **25-October-2023**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 25-October-2023Training Period : **25-October-2023 to 3-November-2023 - (Unpaid)**On the Job Training Start Date: **4-November-2023**On the Job Training End Date: **3-May-2024**

Location of Training: Bangalore

Stipend: **INR 18000** Per MonthIncentives : **INR 12000**Target: **280000** INR per month.

You will be eligible for a Pre - Placement Offer of **4 to 6.5 LPA** after completion of **On the Job Training Period**.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on **25-October-2023**.

SIGNATURE:  _____

(Candidate's Signature)

DATE: 13/10/2023

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: 
(Candidate's Signature)

DATE: 18/10/2023



ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination.• 12th standard or equivalent• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: 

(Candidate's Signature)

DATE: 13/10/2023

17/04/2023

Sub: Offer letter for the post of Trainee Engineer

Dear Abhishek D,

With reference to the Interview you had with us to the above post, we are pleased to inform you that you have been selected for the post "**Trainee Engineer**".

You will be reporting to Mrs Neeta Adappa and will be posted at Bangalore.

Your CTC (cost of the company) 4,00,000 (Rupee; Four Lakh Only) per annum.

You will be on probation for a period of 3 months, from the date of joining. The detailed appointment letter will be issued to you upon your joining the organization. This offer letter is valid up to 18th May 2023 and accordingly you can join us on or before 18th May 2023. You may please bring along the documents as listed in the attached **Annexure – II** while joining us.

Your appointment will be subject to successful competition of background verification and probation period, Based on performance.

Kindly return the duplicate copy of this letter duly signed by you in token of your acceptance of the terms and conditions thereof.

Thanking you.

Yours faithfully,


For Resguardo Industries,


Principal
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

Accepted

Authorized signatory




(Abhishek D)



Bluez Infomatic

BLUEZ INFOMATIC SOLUTIONS

2nd floor sathyam
plaza, Srisai school
(opp),

Date: 24-05-2023

Dear Asmitha V Bangera,

Sub: Letter of Appointment

We are pleased to offer you an appointment in our organization as a **“Trainee Software Engineer”**.

You will be on training for an initial period of one month and on probation for a period of six months following successful completion of PT(Project Training). Your transition from trainee to probationer will be based on your appraisal at the end of the period of training.

Salary: **25K/PM**, your joining date will be intimated through Call or Mail by June Month or **Contact: 9894396612 Mr.Jijo (07-June-2023)** to get your Joining Dates.

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Please sign and return duplicate copy of this letter in token of your acceptance.

Yours truly,

AUTHORIZED SIGNATORY/SEAL

EMPLOYEE SIGNATURE

Ph.No - 0421 4352121

EMAIL: bluezinfomatic@gmail.com



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MANGALORE

sklr edtech private limited

23 June 2023

OL Number : SKLR22-1099

Dear Ranjana Sonkar,

We are excited to extend an offer to you for an internship position within our Business Development Department at Skolar. This position is located in Bangalore, Karnataka. The position is for the role of a **Business Development Trainee**.

This position is scheduled to begin on **05 July 2023** and will be ending on **14 November 2023**. Your first 10 days of Training period shall be unpaid training period. The work schedule for this position is 6 days a week from 11.00 a.m. to 8:00 p.m IST. This position will pay INR **18000** per month and upto 15,000 INR incentives which will vary according to your performance. Your monthly target will be INR **180000**. As a temporary employee in the role of an intern, you will not be eligible for any company-sponsored benefits.

During your training with Skolar, you may have access to trade secrets and confidential or proprietary business information belonging to the company. By accepting this offer, you acknowledge that this information must remain confidential and agree to refrain from using it for your own purposes or disclosing it to anyone outside of Skolar.

Also, you agree that upon completion of your tenure, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge that you understand participation in this program is not an offer of employment, and successful completion of the program may or may not entitle you to an employment offer from Skolar.

Please bring your PAN card, Passport/Driving Licence/other address proof and your bank account information on your first day to complete your profile.

This offer letter represents the full extent of the training offer and supersedes any prior conversations about the position. Changes to this agreement may only be made in writing. If you have any questions about this offer, please contact our recruiting department at 8123062864. Please review this letter in full, and sign and return it via email to hr@skolar.in to confirm your acceptance of the position. We look forward to having you begin your career at Skolar and wish you a successful Training period. Welcome to our team!

Sincerely,

Muskan Rastogi

Chief Executive Officer

SKLR EDTECH PVT LTD

GST: 09ABFCS4924G1Z6 PAN: 09ABFCS4924G1Z6



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Other Terms and Conditions

1. During the Training period you will not receive any of the employee benefits that regular employees receive.
2. At any time if you wish to discontinue the training due to personal reasons , you will have to serve a notice period of 1 month or have to pay a compensation equal to 1 month stipend.
3. You will be receiving your full and final compensation post resigning from the company after 45 days only after completion of all the exit formalities (T&C applicable as per the discussion during exit)..
4. All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
5. The original documents you provided will be returned to you once the training/internship is completed.
6. Anytime you wish to take back the original documents due to any reasons between your training period, you are required to submit a valid replacement document which is approved by HR.
7. Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
8. Official communication either within the company or outside the company should be through the company Email of your manager only.
9. Post successful completion of the Training tenure, the candidate will be eligible for a pre-placement offer at Skolar, the package shall be depending on performance during the internship (upto 7 LPA for undergraduates and upto 9 LPA for postgraduates)

I, **Ranjana Sonkar**, accept the above offer and will begin the Business Development Trainee position on 05 July 2023.

Name: *Ranjana Sonkar*

Sign: *[Handwritten Signature]*




[Handwritten Signature]
Principal
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10th standard or equivalent examination• 12th standard or equivalent examination• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR : <ul style="list-style-type: none">• Signed Offer Letter with passport size photograph attached to it.
3.	Aadhar Card, PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: <ul style="list-style-type: none">• Bank PassBook First Page• Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
5	Any of the below mentioned Original Marksheet must be submitted for employment verification. <ul style="list-style-type: none">• 10th Standard Original Marksheet• 12th Standard Original Marksheet• Degree Consolidated Marksheet• Diploma Consolidated Marksheet• Original PAN or DL




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MANGALORE

VIMAL PRASADACHAMADOMANOOT EASTKARIVELLURKANNUR (DIST)PAYYANUR, KERALA -670521**APPOINTMENT LETTER**Dear VIMAL PRASAD,

Subsequent to the meetings between Concentrix Services India Private Limited (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile, would be Advisor I, Customer Service. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Bangalore

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 15/01/2024 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) before 12/01/2024 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at maryrithika.vincent@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.



Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.5

Concentrix Services India Private Limited

Registered Address: 3rd Floor, Millennium Towers, ITPL Road, Brookefields, Bengaluru

Karnataka – 560037, India

91 80 41096000

CIN: U99999KA1995PTC052040

info@concentrix.com · www.concentrix.com




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1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date. (Document Checklist)

2. Terms and Conditions:

2.1 Valid Passport:

(A) Comp Grade 12 & 11: Clause 2.1.1

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

(B) Comp Grade 10: Clause 2.1.2

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. In the absence of a valid passport, proof of having applied for passport should be submitted on the day of joining and a copy of your valid passport should be submitted within 90 days from date of joining. Failure to do so may lead to termination of your employment.

2.1.3 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).


2.2 While in the employment of the Company, you may be required to undergo mandatory on-the job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:


- a) Require you to undergo another training program; or
- b) Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated; or
- c) Terminate your services.

2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.

2.4 Your employment with the company shall at all times be subject to the receipt of satisfactory reference / verification checks, which may include criminal, financial and any other background checks as required by the Company based on its business requirements. The Company will terminate your employment in the event of an unsatisfactory background check. In the event of negative background verification, the company at its sole option,




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may allow you to provide justification / explanation for re-verification with supporting documents, in response to its show cause notice, so issued. In such event, you will be put on 'Leave without pay' from the date of issue of show cause notice until the revised findings are received for final closure of the case.

2.5 The Company may, at its sole discretion, also require you to undergo a drug test at any time. If such drug test indicates use of an illegal drug or a non-medically prescribed controlled substance and/or alcohol dependence, the Company reserves the right to take suitable action against you, including but not limited to termination of your services.

2.6 The Company may pay you such fixed amount/ stipend as it may so decide, during the period of your undergoing structured process/ product and other essential training sessions. Performance incentive will be applicable to you only after you commence regular working in operations.

2.7 The initial period of probation is 365 days from your date of joining. You will be deemed to be confirmed at the end of the probation period unless communicated otherwise, through normal and accepted modes of employee communication within the company.

2.8 During the period of probation, your services may be terminated by either party giving the other 15 Days notice or gross salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you gross salary for the notice period. However, no such notice or notice pay shall be payable in case your services are terminated on account of failing the background check, for misconduct or if you are unable to provide sufficient documentary evidence to establish your employment history credentials.

2.9 After confirmation and thereafter, your services may be terminated at any time by either party giving the other a 30 Days notice or gross salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you gross salary for the notice period. However, due to exigencies of business, the Company at its sole discretion may not agree to take the gross salary in lieu of notice and ask you to serve the entire or part of the notice period. No such notice or notice pay shall be payable by the organization in case your services are terminated on account of any misconduct by you.

2.10 In the event that you are transferred by the Company to another position (which may include transfer to a new role, competency, or office) or location of the Company, the terms and conditions applicable to the new position or location (including, but not limited to the compensation and benefits, allowances, entitlements, rules, regulations and conditions of service of such new position or location) shall apply to you.

2.11 You will automatically retire on attaining the age of 60 years. The age as declared in your application shall be binding on you.


2.12 While in the employment of the Company, you are in no way allowed to be employed by any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

2.13 You confirm that you have disclosed fully to the Company all your business interests whether or not they are similar to or in conflict with the business or activities of the Company. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment.

2.14 You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and authorized by the Company to assign such duties and responsibilities.

2.15 All Company Assets such as including but not limited to Laptop, ID Badge, Corporate Credit Card, Headsets and Adaptor etc. needs to be returned on or before Last Day of Employment (LDE). The employee must return the above mentioned and applicable Company assets upon demand. The employee must abide by the clauses of Undertaking Cum Declaration signed by him at the time of issuance of the Company assets. In case, employee does not return any Company asset before LDE, the Company shall be entitled to injunctive relief and to specific enforcement of the terms and provisions hereof, in addition to any other remedy to which the Company may be entitled at law or in equity.




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Signature of Candidate

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2.16 You are expected to maintain an acceptable level of performance during your tenure with the organization. Failure to meet expected standards may lead to initiation of Performance Improvement Plan and/ or termination in case of no improvement in performance.

2.17 The company will work 7 days a week, 24 hours a day. You will be required to work up to 48 hours a week and such other hours as may be reasonably required to complete your business duties. Your weekly off may not necessarily be for 2 days and not necessarily be on Sunday.

3. Confidentiality

3.1 The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your employment with the Company, any information about the interest or business of the Company or any affiliated Companies or any information pertaining to their clients and/or with the end consumers of our clients – the information you may have acquired while in the employment of the Company.

3.2 You shall not communicate to public papers, journals, pamphlets or leaflets, any information or documents, official or otherwise relating to the Company except with the prior approval of the Company.

3.3 Upon separation from the Company, you shall return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control.

3.4 You will abide by the information security policy of the company and all the rules and regulations contained therein.

3.5 Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

3.6 Information pertaining to the Company's operations shall remain confidential and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you.

3.7 During the course of your employment you may come across a lot of information related to the clients that the Company deals with and/or with the end consumers of our clients; any such information is strictly confidential and you shall not disclose it to any unauthorized person.

4. The Company expects you to respect all matters, which are Intellectual Property Rights of your current employer, and strongly discourages you to bring in to the organization, manuals, documents, papers, memos, and files etc., which are classified.

5. All communication between the employee and the Company shall deemed to have been effectively served if delivered to you personally or sent to the current residential address already mentioned here in the letter. You shall inform the Company about any change in the residential address in writing within 3 working days and get the acknowledgement. In the event of failure on the employee's part to discharge this obligation, the service of any communication shall be deemed to be complete and effective on the address mentioned herein.

6. This appointment is based on the information supplied by you in your application for employment and will otherwise be treated as null and void if a material error, in the Company's opinion is discovered and/or due to non-disclosure of relevant information about you to the company.



Kepan

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Kimol

Signature of Candidate

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- 7. The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.
- 8. Your continuance in employment is subject to your maintaining clean criminal and financial records.
- 9. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.
- 10. You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- 11. "Female employee will be eligible for all the benefits, as applicable under the provisions of the Maternity Benefit Act, 1961, and the Rules made there-under, as amended from time to time.
- 12. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

It is highly recommended that before you begin your journey with Concentrix, please visit the website www.concentrix.com The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Concentrix, we're changing the world every day and we will be delighted to have you as part of our team.

Please sign the copy of this offer letter and return it to us as an indication of your interest in joining us on the given date. Please note that your employment stands confirmed only after you complete your joining formalities on the reporting date. This offer is liable to be withdrawn based on business requirements at any time prior thereto.

The terms of this offer are strictly confidential between you and the Company.

Yours sincerely,

Signature Not Verified


Digitally signed by DS CONCENTRIX SERVICES INDIA PRIVATE LIMITED 2
Date: 2024.01.10 17:17:02 +05:30
Reason: Concentrix Hiring
Location: Bangalore



Authorized Signatory (Please Sign above)

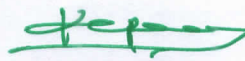
I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on 15/01/2024.

Candidate Name : VIMAL PRASAD

Candidate's Signature : 

Date : 12/01/24





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CNX/REC/ART/AGHR/AFTE/6.5

Date : 05.07.2023

To,
Mr. MAHENTESHA R

Email : mahenteshar2@gmail.com
Contact No. : +91- 7760645361

Sub: Offer Letter

Dear MAHENTESHA R,

This has reference to your application and the subsequent interview you had with us; we are pleased to offer you the post of "Graduate Trainee Engineer". in our organization, You shall join the company on or before 20TH July 2022, Your Monthly Gross Salary is Rs.15,000/- and CTC is Rs.1,80,0000/- for the year.

Our in house R & D unif is recognized by
Ministry Of Science and
Technology, Government of India.



You are requested to bring the following documents at the time of joining the duty:

- I. Resume
- II. Aadhar Card (2 copy each)
- III. Pan Card (2 copy each)
- IV. 4 Latest Photograph
- V. Academic Marksheet copy
- VI. Cancelled cheque leaf having name mentioned in the signatory area or a passbook first page copy.
- VII. Residential Address Proof (Present & Permanent if both are same as per Aadhar card then not required)

The detailed appointment letter will be issued to you after your joining the services of the company.

Thanking you,

For UNITED RUBBER INDUSTRIES (I) PVT.LTD


Tejal Lad

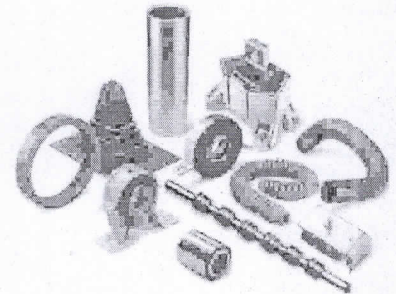




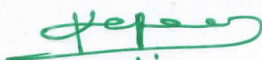
H R -Executive

UNITED RUBBER INDUSTRIES (I) PVT. LTD.

Jay Vajlankanj Industrial Estate,
Behind Gas Godown, Mira Bhayandar Kashi Mira Road,
Bhayandar (East), Mumbai - 401 105. (INDIA)
Phone : +91-22-2814 5134 / 35 / 36
Fax +91-22-2818 4614 • E-mail : domestic@unitedrubber.net
Website www.unitedrubber.net
CIN ; U25100MH2004PTC145901






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CORIZO

Empowering Tomorrow's Leaders

OFFER LETTER

Date: 17/10/2023

Dear Kavya,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment offer with **Corizo Edutech**.

We take this opportunity in wishing you the very best in your new employment as well as advising you that our offer letter is on the following terms and conditions:

1. Period of Service: The first three(3) months of your employment will be probationary. You shall, for the purpose of your employment with us, sign this offer letter for submission and approval of the management. You will be monitored for these three(3) months. The first ten(10) days including the day of joining will be "On Job Training" or "Training Period" and will be unpaid.

2. Designation and Salary: You shall be employed as a **Business Development Associate** with us and your benefits will be as follows:

3. Remuneration: For the duration of your probation period you will be eligible for a compensation of 25,000 INR (of with 15,000 INR will be fixed and 10,000 INR will be variable incentive) per calendar month. (Excluding training period)

Probation Start Date: 02/11/2023

Probation End Date: 02/02/2024

Your responsibilities will include those for which you are engaged, as well as any other duties given to you by your manager from time to time. By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms and clauses. You are also required to substantially use all your time and effort to perform these tasks during business hours and additional time if necessary.

During the probationary period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 10 days' notice should you wish to terminate your offer before the end of your probation period.

By accepting this offer letter of employment, you acknowledge that you will keep all this information strictly confidential and refrain from using it for your own purposes, that is, disclosing it to anyone outside of the company. In addition, you agree that upon conclusion of your tenure, you will immediately return to the Company all its property, equipment and documents including electronically stored information.

5th floor Classic Arena VMF2+7FJ, Hosur Rd, AECS Layout - A Block, Singasandra, Bengaluru, Karnataka 560068

support@corizo.in

corizo.in




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Intellectual Property Rights

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non Solicitation

During your employment with Corizo Edutech and for an year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Corizo Edutech. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Breaches and violations

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to terminate your employment and further legal actions will be taken.

By accepting this offer letter, you agree that throughout your employment, you will observe all policies and practices governing the conduct of our business and employees. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. **Official communication either within the company or outside the company should be through the official Email of the HR only.**





CORIZO

Empowering Tomorrow's Leaders

To indicate your acceptance, please mail the signed and scanned soft copy of the Offer Letter and the documents as mentioned below to <sahana.hr@corizo.co.in> **within 2 working days from the receipt of this mail.** The offer shall stand automatically withdrawn without further action on the part of Corizo Edutech if we do not receive your acceptance as per the mentioned timeline.

Working Hours: 9 Hours a day (Inc. Lunch and evening Break)

Job Type: Full-Time Employment (After Probation Period)

Location: Bangalore

DOJ: 02/11/2023

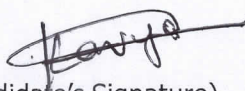
Pay after Probation period: CTC 4LPA + Incentive 2.5LPA

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Corizo Edutech.

NAME: Kavya

DATE: 15/10/23


(Candidate's Signature)

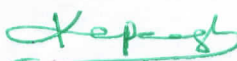
1. Graduation Certificate-12th standard or equivalent examination mark sheet
2. Colour scanned copy of your photographs
3. Aadhar Card Scanned Copy.
4. PAN Card Scanned Copy.
5. Bank Account Details: Bank Name, Your Name as per Bank records
6. Account Number, IFSC Code.

5th floor Classic Arena VMF2+7FJ, Hosur Rd, AECS Layout - A Block, Singasandra, Bengaluru, Karnataka 560068

support@corizo.in

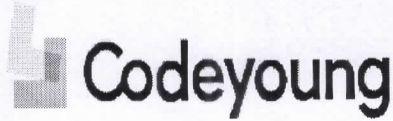
corizo.in





Principal

**SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE**



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
[https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5](https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5).
Ashish@codeyoung.com

Employment Offer and Employment Agreement

10th July 2023,

Dear Kalpitha B,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **14th August 2023**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar/other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of the probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.



Ashish

Principal

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JOB TITLE: Inside Sales Executive.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.




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6. HOURS OF WORK

Your usual working hours shall be 10pm to 7am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required from time to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

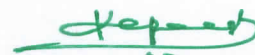
10. RULES AND REGULATIONS

Codeyoung is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or

being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.



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Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoung adopts industry-standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14. DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess, is kept protected. Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority

- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any

of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS

You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities.

20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for a duration of two years after termination of your engagement with Codeyoung, regard less of the reason for termination of your engagement with Codeyoung.

21. AMENDMENTS

The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules and regulations applicable to employees. Such changes would be communicated through an internal communication to the employees at large. Such changes



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shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

22. EXCLUSIVE JURISDICTION

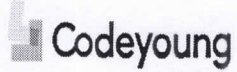
Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.




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CONFIRMATION OF ACCEPTANCE

We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

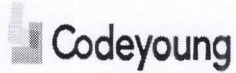
Director

Codeyoung



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HR 2.01 F5 -- Acceptance of Software and Systems usage.

To

Codeyoung

("Thecompany")

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.

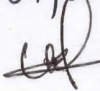
Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.

Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company's regulations, which may lead to disciplinary action including but not limited to termination, or other appropriate action as necessary by the Company.

I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name: Kalpitha B

Date: 12/07/2023

Signature: 





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www.codeyoung.com



Smart Owl Education Pvt Ltd
CIN: U80904KA2020PTC132004

HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

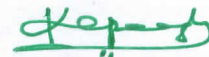
2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.



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6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

I confirm that I have read and understood the above conditions. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE 12/07/2023



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DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and

I have never been declared bankrupt.


Signed 

Name Kalpiitha B

Codeyoung Dept. / Job title_

Date 12/07/2023




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INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business-like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subject to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must be made.

3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment - Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.



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I Kalpitha B,

The user acknowledges receipt of the above conditions (which I have read and understood). I accept and agree to comply with, all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.


SIGNATURE



DATE

12/07/2023




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HR 2.01 F10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.


I understand and agree that:

My personal information/data may be processed, analyzed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry-standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date: 12/07/2023

Signature: 

Name Kalpatha B.



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HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and **INR 3,00,000** is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below


- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹206,300	₹17,192
2	House Rent Allowance	₹82,520	₹6,877
3	LTA	₹20,630	₹1,719
4	Special Allowances	₹67,150	₹5,596
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
B	Total Deductions	₹24,000	₹2,000
A - B	Net Salary	₹388,600	₹32,383

With regards,

Shailendra Dhakad
Director Codeyoung




Principal
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September 18, 2023

Mr. Vineeth S M
248/A, KIOCL Township,
Kavur, Mangalore
Dakshina Kannada, Karnataka- 575015

Offer cum Appointment Letter

Dear Mr. Vineeth,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **Management Trainee** in our organization in Grade **E2**.

The terms and conditions of this appointment are as under:-

1. Date of Joining:

1.1. Your date of joining will be on or before **November 01, 2023** and this offer expires on **November 01, 2023** unless specifically agreed in writing otherwise.

2. Place of Posting:

2.1. You will initially be posted at our office at **Bangalore**; however, you are liable to be transferred to any department or office forming part of our organization or to any of our associate / subsidiary Companies in India or overseas, depending upon the requirements of business.

3. Annual Compensation:

3.1. Your fixed compensation will be **Rs.350,000/- (Rupees Three Lakhs Fifty Thousand)** per annum. The fixed compensation will include all statutory contributions (like PF, ESIC etc made by the company on your behalf) if currently applicable to you or as and when it becomes applicable in future.

3.2. All payments will be as per Company's policies and procedures, which are in force from time to time and will be subject to deduction of appropriate taxes at source.

3.3. In addition to the fixed compensation, you will also be eligible for performance linked incentive / bonus /subject to satisfactory performance, as per the company's policy applicable to your category.

3.4. Details of the compensation package are strictly confidential and the same should not be disclosed to any third party.

4. Employee Code:

4.1. Your Employee Code will be **944203**. This should be used for all internal communication, systems of logging of sales / any business done by you etc.

5. Probation:

5.1. Confirmation of your services is subject to satisfactory performance during a probation period of 6 months. Your services would deem to be confirmed and continued unless formally and specifically extended upon assessment by your immediate reporting authority. The company reserves the right to terminate your services during the probation period without any notice or salary in lieu thereof or without assigning any reason.

Susmit Shu



Susmit Shu

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6. Resignation and Termination of Services:

6.1. Your employment can be ended or terminated by either side with a written notice of 15 days or salary in lieu thereof during probation period. On completion of your probation period, notice period will be revised to 60 days.

6.2. On your resignation, the company at its sole discretion will have an option to ask you to serve the entire notice period, or accept your resignation and relieve you prior to completion of your stipulated notice period without any pay in lieu of the remaining period of notice.

6.3. Your employment can be terminated by the Company without written or verbal notice or salary in lieu thereof, in case of the below described circumstances: Non - compliance of regulatory requirements, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, misconduct, fraud, undue or unauthorized absence, erratic attendance, medically unfit, guilty of any other conduct considered by us detrimental to the interest of the Company, or of violation of one or more terms in this letter, incorrect information furnished by you or on suppression of any material information, you being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or agreement with your creditors or being held guilty by competent court of any offence involving moral turpitude.

In either situation, you would be relieved subject to proper handover as directed by your immediate superior and subject to the following being provided to HR department:

- a) Date of resignation
- b) Last working date
- c) Clearance certificate

6.4. It would be deemed that you have forfeited your services in case of 7 or more continuous working days of leave/ absence from service that has not been discussed / approved in writing by your immediate superior or in case of failure to resume your duties within 7 days from the expiry of the duly authorized leave. Accordingly, your services stand terminated without notice or salary in lieu thereof.

6.5. In case of non achievement of minimum expected KRA/performance targets your employment can be ended or terminated by issuing a letter as per the procedure of the company.

6.6. The Company in all circumstances, reserves the right to ask you to serve the notice period as stated above to ensure smooth transition of your responsibilities in the interest of the Company's business.

6.7. In the event of your resignation or the Company terminating your services, for any reason, the Company, at its option, may ask you to be on gardening leave for a specified period upto a maximum of 3 months during which period you cannot take up or engage yourself in any professional activity for commercial benefit or otherwise for you to be considered eligible for payment of salary for being on the gardening leave. You will forfeit your right to receive any payment if you do not comply with this requirement.

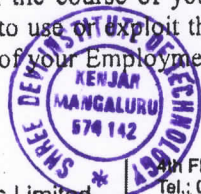
7. Post Severance Obligations:

7.1. You agree that throughout the term of your service with the Company and for a period of Six Months thereafter, you shall not, entice, or induce any person who is at any time during your service with the Company, an employee of the Company, to become employed by any other person, firm, corporation, or other association, and you shall not approach any employee for such purpose.

7.2. You agree that throughout the term of your service with the Company and for a period of Six Months thereafter, you shall not, Solicit, entice, or induce any person, firm, or corporation, who or which at any time during your service with the Company was a client of the Company, to become a client or customer of any other person, firm, or corporation, or other association.

7.3. You shall have no right, title or interest whatsoever over the Intellectual Property rights created or developed by you in the course of your Employment with the Company or any Developments and shall not be entitled to use or exploit the same in any manner whatsoever other than in the course of and for the purposes of your Employment with the Company.

Anand Rathi Share and Stock Brokers Limited
CIN No.: U67120MH1991PLC064106



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4th Floor, Bikaner Pinnacle, No.1, Rhenius Street, Off. Richmond Road, Mangaluru - 560 025
Tel.: 080 - 4624 5200 (Regional Office)

Express Zone, A Wing, 10th Floor, Western Express Highway, Goregaon (East), Mumbai 400 063, Maharashtra.
Tel.: 91 22 6281 7000 (Registered Office)

8. Performance Appraisal:

8.1. Your performance and progress will be assessed and appraised as per the prescribed schemes of the performance appraisal / evaluation process or any other appropriate mechanism implemented by the Company from time to time. Please note that any payment by the Company in the form of compensation, incentive or any other payment would become payable provided you are on the rolls of the Company at the time of disbursement of such amounts.

8.2. Any increment, performance incentive, reward, non-statutory bonus or any other discretionary payment would become payable provided you are in the service of the Company at the time of disbursement of such amounts.

8.3. Your performance is expected to meet the KRAs and the business targets as explained to you before hand by your supervisor and as advised from time to time.

9. Company Policies, Rules and Procedures:

9.1. You shall be governed by all prevailing rules, policies and processes as implemented by the Company from time to time and as available on Intra-Rathi. The Company reserves the right to revise the salary break-up and modify the terms and conditions of employment as per business requirements and changes in taxation and other laws.

9.2. In matter of conduct and discipline you shall be governed by the Model Standing Order as prescribed for your category as per the Industrial Standing Orders Act. 1947.

9.3. You will abide by the rules, regulations and policies applicable to you, which are in force for the time being, or may be framed from time to time.

9.4. The appointment and its continuance are subject to your being medically fit.

9.5. In the course of your employment you may be required to enter into agreements, acquire certification or accreditations and licenses to be able to perform your duties and obligations in the overall interest of the organization.

10. Confidentiality:

10.1. You shall not, either during or after your employment with us, take away, remove, delete, divulge or utilize any information other than that which is in the public domain pertaining to the Company and related to its business, customers, employees, products, pricing, policies, processes, statistics, strategies, employment terms or any other intellectual property, which may have come to your knowledge in any form (verbal, print, electronic or any other means and source). This obligation of secrecy extends to your undertaking all reasonable precautions/ actions for safe custody and confidentiality of all such documents/ information, and refrain from making use of the same that may be detrimental to the interest of the Company at any point of time. It is expressly understood and agreed that this is an essence of employment arrangement and is enforceable in case of non-compliance leading to legal action in addition to recovering, such amount as the Company considers it appropriate from your full and final settlement.

10.2. You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority or alter or be a party of any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the prior and written sanction of the Company or those in authority over you.

11. Other Engagement:

11.1. You will not during your employment with us carry on any business or enter for any part of your time, in any capacity the services of, or be employed by, any other firm, Company or person. You will devote your whole time and attention to your duties to promote the interests of our organization.



[Signature]

Principal

**SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE**

4th Floor, Bikaner Pinnacle, No.1, Rhenius Street, Off. Richmond Road, Bengaluru - 560 025
Tel.: 080 - 4624 5200 (Regional Office)

Express Zone, A Wing, 10th Floor, Western Express Highway, Goregaon (East), Mumbai 400 063, Maharashtra.
Tel.: 91 22 6281 7000 (Registered Office)

www.rathi.com

12. SEBI Code of Conduct

12.1. You will be required to sign the Code of Conduct as prescribed by SEBI ((prohibition of insider trading) Regulations 1992.

13. Jurisdiction:

13.1. Any dispute between you and the Company of whatsoever nature will be subject to the appropriate Court in Mumbai Jurisdiction Only.

14. General:

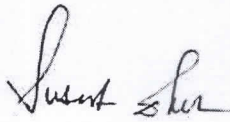
14.1. This letter constitutes the entire understanding between you and the Company at the time of issuance of this letter.

14.2. This appointment letter is subject to other rules, processes and policies of the Company as is currently in practice or as may be prevalent from time to time.

14.3. You are requested to sign this letter in acceptance of the terms and conditions contained therein and return the same before expiry of the validity period.

Welcome to Anand Rathi Group Family!!! We look forward to a mutually beneficial association and wish you the very best in your career with us.


For Anand Rathi Share and Stock Brokers Limited



Authorized Signatory

I agree to accept employment on the terms mentioned above and hereby signify my acceptance for the same. I would join service on or before November 01, 2023.

SIGNATURE WITH DATE:


21/09/23



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MANGALORE

Anand Rathi Group

Name :	Mr. Vineeth S M	
Designation :	Management Trainee	
Department :	Privilege	
Company Name :	Anand Rathi Share and Stock Brokers Limited	
Location :	Bangalore	
Grade :	E2	
COMPENSATION STRUCTURE		
Particulars	Monthly	Yearly
Basic	15585	187020
House Rent Allowance	7793	93510
Transport Allowance	3707	44478
Statutory Bonus	1400	16800
Special Allowance*	0	0
Meal Card Coupon	0	0
Employer's Contribution to PF	0	0
Employer's Contribution to ESIC	0	0
Sub Total (i)	28484	341808
Group Medclaim Insurance		8192
Sub Total (ii)		8192
Grand Total	28484	350000

* Special allowance includes flexible components to be opted by the employee for tax benefits.

** Group Medclaim Insurance will be payable as per Company policy (for details check Intra portal). Group Medclaim premium has been shown as annual component in the structure.

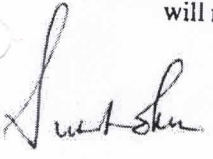
Other Benefits:


- Gratuity will be payable as per the Payment of Gratuity Act, 1972

Note:

- To the extent applicable, there would be deductions for Income Tax, Profession Tax, PF, ESIC, Labour Welfare Fund Tax, etc.
- The distribution of the overall Fixed Compensation amount into different components will be governed by the compensation structure in force from time to time.
- The employee is responsible for statutory payments (including shortfall thereof, if any), the company will not be liable for such payments, the same would be adjusted from your Fixed Compensation.


Signature & Date:





 21/09/23

Name Vineeth S M.

Principal
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

KRA												
Sr. No	Parameters	Weigh tage	Rating & Parameter Value Range									
			1		2		3		4		5	
			Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
1	RSR	45%	0	1	1	1.5	1.5	2.5	2.5	4	4	4<
2	Non Broking Revenue (NB RSR)	25%	0	0.75	0.75	1	1	1.25	1.25	1.5	1.5	1.5<
3	Broking Client Acquisition (Monthly Avg.)	20%	0	3	3	4	4	6	6	7	7	7<
4	Broking margin collection (per month in lacs)	10%	0	1	1	2	2	3	3	5	5	5<

*Rating range starts at min value and ends below max value.
 *The above KRA and role is subject to change as per company from time to time.

I agree to accept the KRA

SIGNATURE WITH DATE: *[Signature]* 21/09/23

[Signature]



[Signature]

Principal
SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE



14 December 2023

To,
Puneeth Hegde
Mangalore

Subject: Letter of Employment

Dear **Puneeth Hegde**,

We are very pleased to offer you employment with us as **Executive - Experience Centre**, with effect from **19 December, 2023**. You will be subject to the detailed terms that are mentioned in this letter of employment. You will also be governed by the policies, rules and regulations of the Company, as may be amended and modified from time to time.

Accordingly, please sign and return a copy of this letter of appointment together with the attached Annexure "A" which is the assignment of Trademarks and IPRs to the Company, declare your interests in Annexure "B" and sign off the non-disclosure undertaking which is enclosed as Annexure "C". Please initial each page of this letter.

We thank you in advance for your attention and cooperation in completing and returning these documents, as soon as possible. Upon your signature and return to us, this letter of employment will be treated as an employment agreement between you and us, and the terms and conditions of this letter of employment shall govern your employment with us.

It is a pleasure to welcome you as a member of our company. We are confident that your employment with us will prove mutually beneficial and rewarding, and we look forward to having you join us.

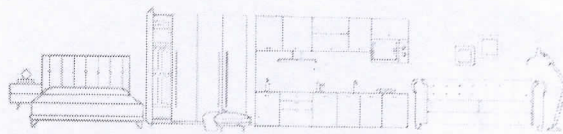
The following terms will govern your employment agreement with us:

1. COMMENCEMENT DATE

Your appointment as Company's full-time employee shall be effective from the date of your joining which shall be on or before **19 December, 2023**. It may be noted that if you do not report for work on or before the date specified above, it shall be deemed that you are not interested in joining the Company and this letter of Employment shall stand automatically withdrawn with effect from one week of the said date.

2. REMUNERATION

Your total gross salary will be as per **Annexure "D"**.



Home Interior Designs E-Commerce Private Limited
Regd. Address: 3rd Floor, Aurbis Business Park, Outer Ring Road,
Bellandur, Bengaluru, Karnataka 560103
+91-8046670700 | www.livspace.com CIN: U52390KA2014PTC074986

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MANGALORE

3. PROBATION

The initial three (03) months from the date of your Appointment will be a "Probation" period during which your suitability for the position that you have been appointed for shall be assessed by the Company. The Company reserves the right to extend your Probation period if deemed necessary.

4. RETIREMENT AGE

You will be retired from the services of the Company on the last day of the calendar month in which you attain the age of Fifty-Eight years, unless the Company at its sole discretion permits you to continue your services.

5. TAXATION

It is your responsibility to meet all requirements under the Indian tax laws, including tax compliance and filing of tax returns. The Company will withhold income tax, profession tax and other statutory deductions as per the applicable laws. Any penalties and or interest due to tax, which is caused by your failure to provide the Company with relevant information or failure to file the tax return, will be your responsibility.

6. LOCATION OF EMPLOYMENT AND TRANSFER

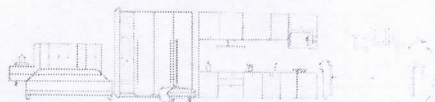
During the period of employment with the Company, the Company may at any time, in its sole discretion, transfer you to any other department of the Company or to any other subsidiary or affiliate of Livspace or to any other location of Livspace. In such an event, the terms and conditions governing your service shall be those applicable at the location of the transfer or those as applicable to employees of such subsidiary or affiliate as the case may be. Your refusal to transfer may be regarded as a breach of your contract of employment and would lead to summary dismissal.

For all Relocations initiated by the Company, the Company will bear the expenses as per the governing Relocation policy. If an employee resigns from his/her employment, or is terminated for cause (including for poor performance), within 1 (One) year from date of relocation, then the Company holds the right to recover 100% of the Relocation cost, including but not limited to transport, stay and other expenses, which has been incurred by the Company on the employee.

7. NOTICE PERIOD

Notice period during Probation:

During the pendency of Probation, either Party may terminate this Agreement by giving 7 days' prior written notice in writing. Notwithstanding anything contained herein, the Company reserves the right to terminate your employment during the Probation Period without prior written notice in case of occurrence of any event as enumerated below in Clause 8 (Termination for Cause) of this Appointment Letter.



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Notice period post completion of Probation:

Post successful completion of your Probation and upon confirmation of your permanent stature within the Company, the employment hereunder may be terminated by either party at any time, without cause; (other than termination by Company for Cause) with prior written notice of **30** days.

Provided however that at the Company's sole discretion, it may immediately relieve the Employee from all duties and responsibilities by payment of **30** days' salary in lieu of such notice. All benefits from the Company shall cease upon completion of this notice period.

However, if you fail to provide the required notice, as stated herein or fail to work through the said notice period and/or co-operate in satisfactory handover of your work, you shall not be entitled for pay equivalent to notice period. These provisions shall not prevent the summary termination of employment based on management policy and procedure.

8. TERMINATION

Termination for cause:

The Company may terminate your employment without any prior written notice, without any payment on occurrence of any of the following event(s):

- i. If found to be guilty of any act of dishonesty or serious misconduct;
- ii. Any act which in brings you, the Company or any Group Company into disrepute;
- iii. If you are convicted of any criminal offence;
- iv. In case of any misrepresentation, false statements or omitted any material facts in connection with your employment;
- v. In case of unsatisfactory or poor performance; or any serious breach or any repeated or continued material breach of any Company Policies or any obligations owed towards the Company in lieu of your Employment Letter.

Please note that the Management's decision on any such issue shall be final and you shall be bound to abide by the same.


9. CONSEQUENCE UPON TERMINATION

In furtherance to clause 8 of this Agreement, upon termination of employment for any reason whatsoever, you shall return to the Company any or all papers, cheques/ cash, drawings, designs, and any other material on any media containing or disclosing any Confidential Information that is in your possession or under your control which relates to your employment in any manner. You shall also return the Company Assets including laptop, phone or any other electronic products, keys, identification cards or other property belonging to the Company or any customers of the Company.

Your full and final settlement shall be subject to you returning the Company's, group companies' and/or its affiliate's properties lying with you, if any.



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10. CONFIDENTIALITY

You are required to conform to the Company's policy regarding disclosure of information and industrial property and consequently, when accepting this offer of appointment, you are requested to sign Annexure "A" attached hereto, which constitutes part of your contract of employment.

11. HEALTH AND SAFETY ISSUES

The Company intends to provide a pleasant and healthy work environment. As an employee of the Company, you will be expected to ensure that safety precautions are taken. Smoking is not allowed on the Company's work premises. The use of illegal drugs is forbidden.

12. OTHER EMPLOYMENT AND ASSIGNMENT

You will not take up any employment or assignment with, or remuneration or honorarium from any other organization, body or person without the consent of the Company in writing during the tenure of your employment with the Company. It is also to be stated that you will not take up any employment or assignment with, or remuneration or honorarium from any other organization, body or person in direct competition with the Company up till 6 months from the date of your exit from the Company in the event of termination of employment. You are required to make a full disclosure of any dealing you propose to enter directly or through any of your relatives or family members with any of the Company's agent, dealers, vendors, suppliers, subcontractors or the like by whatever name called.

This Letter of Employment is personal to you and you shall not assign any rights and obligations to any third party in any manner whatsoever. The failure/silence of the Company at any time to insist on performance of any obligation under this Letter shall not be treated as a waiver of its rights.

13. POLICIES & PROCEDURES

While in the service of the Company, you will be governed by the Company's Policies and Processes currently in existence, and those, which may be introduced from time to time hereafter to address changing circumstances and to all common law and statutory provisions, which may be applicable. All policies and procedures of the Company including any modifications thereof shall be deemed to be read, understood and accepted by you. Any act in violation of the policies and procedures of the Company will deemed to be the breach of the employment contract.

14. LAWS OF THE COUNTRY

This letter of employment is governed by and shall be construed and interpreted in accordance with the laws of India and the parties submit to the exclusive jurisdiction of the courts of Bangalore.



depaer

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15. ROLE

The executive shall perform tasks that may include but not limited to **Executive - Experience Centre** in the company.

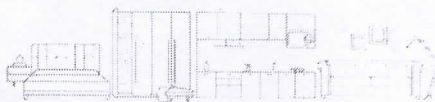
16. YOUR UNDERTAKINGS

16.1. During the period of your employment with the Company, you shall neither give nor accept any gifts or favors from any source/entity. The Company values honesty of intent and purpose in all the business transactions with its employees, customers, suppliers, vendors, government agencies, public bodies, media and associates. Equity and fairness shall be the benchmark of Company's dealings with them. Any violation to the prescribed code of conduct of the Company will be viewed very seriously and will be considered a breach of contract.

16.2. The Company prides itself as a Company with highest order of ethical conduct in dealing with customers, dealers, vendors, suppliers, subcontractors, staff or the like by whatever name called. As part of your association with the Company, it is important that you fully understand this philosophy and the policies governing it. You shall maintain utmost discipline and good conduct in your dealing with your colleagues, customers etc., The Company values every employee as an individual and an asset of the Company and will not tolerate any objectionable behavior including however not limiting to verbal abuse, sexual harassment, gender discrimination, misuse of Company's property, theft, cheating or any such act of any individual or body of individuals.

16.3. You shall, at all times while at the Company's premises undertake to:

1. Act diligently, ethically, soberly and honestly;
2. Shall not consume or be under the influence of alcohol or use any drug, unless prescribed by a medical practitioner or lawfully available without prescription and used in accordance with directions;
3. Comply with all occupational health or safety policies of the Company including (but not limited to) those relating to a smoke free environment;
4. Comply with all procedures, rules, regulations, code of conduct, and lawful directions of the Company in respect of the use of its premises, equipment, business ethics or methodology or contact with the staff or customers;
5. To devote your focused attention, knowledge and skill exclusively to pursue the business and interests of the Company;
6. Shall not engage or involve in any business apart from the provision of the Services whilst on the Company's premises or otherwise performing the Services;
7. Not to commit any criminal offence and not otherwise breach any law or regulation which could adversely affect the interests of the Company or the provisions of the Services;
8. Not to sexually harass any person;
9. Unlawfully engage in discriminatory behavior;
10. Carry and display at all times, the appropriate company identification;
11. Not otherwise act in any manner which could disrupt or adversely affect the Company's business reputation, interests or goodwill;



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12. To abide by all the existing and/or future rules, regulations, policies of the Company and all amendment or modification thereto shall be binding on you.

17. PROOF OF QUALIFICATIONS

You are required to present the proof of academic qualifications. If any documentary proof is not genuine or any information supplied by you is incorrect this could result in summary termination of your employment.

18. AMENDMENTS AND MODIFICATIONS

The Company shall be free to modify the terms of this Letter and notify you of the same and such amendments shall be binding on you.

19. ENTIRE AGREEMENT

This letter contains the entire understanding between yourself and the Company and supersedes any previous agreement and arrangements relating to your employment.

Please signify your acceptance of the conditions by signing in the space provided and returning to us the attached copy of this letter. We welcome you to Home Interior Designs E - Commerce Private Limited and wish you a long and happy work association.

Yours sincerely,

For Home Interior Designs E - Commerce Private Limited.



Joyita Poddar
Chief Human Resources Officer

ACCEPTANCE OF THE EMPLOYMENT LETTER

I, **Puneeth Hegde**, have read, understood and hereby confirm the acceptance of the foregoing conditions as well as all the policies and procedures of the Company.

Signed: 

Dated: 17/12/23

Place: **Mangalore**



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OL No: TN16123

Date : 1 November 2023

Dear **Mohammed Faizan**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Business Development Trainee**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Date of Joining : 6 January 2024

Training Period : **6 January 2024 to 15-January-2024 - (Unpaid)**

OJT Start Date: **16-January-2024**

OJT End Date: **15-July-2024**

Location of Training: Bangalore

Stipend: **INR 18000** Per Month

Incentives : **INR 12000**

Target: **280000** INR per month.

Pre - Placement Offer :- **6 + 3 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **6 January 2024**.

SIGNATURE: _____

(Candidate's Signature)


DATE: 5/11/23

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 | hr@teachnook.com




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Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off(On a weekday).
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

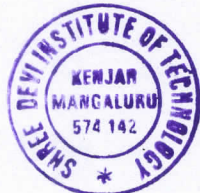
SIGNATURE: Pune.
(Candidate's Signature)

DATE: 5/11/23

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com



Pune.
Principal
SHREE DEVI INSTITUTE OF TECHNOLOGY
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ANNEXURE

As a part of the joining process, you are requested to carry with you the following documents on the day of joining.

Photocopies of

- 1 coloured copy of Offer Letter.
- SSLC (X Std) Marks Card & 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID & Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____


5/11/23

TEACHNOOK EDUTECH

14th Cross Rd, 5th Phase, Sector 6, HSR Layout,
Bengaluru, Karnataka 560102

Mob: +91 90190 30545 hr@teachnook.com




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Welcome to OnePaper - Joining Confirmation(Tentative Date:30/10/2023)

1 message

OnePaper HR <hr@onepaper.in>
Bcc: pratikshagujaran1@gmail.com

Mon, Oct 16, 2023 at 11:52 AM

Dear Team,

We are pleased to inform you that your joining with OnePaper has been confirmed. We would like to extend our warmest welcome and congratulate you on becoming a part of our team. We are confident that your skills and expertise will greatly contribute to our company's success.

Here are the details of your joining:

Position: Relationship Manager **Start**

Date: 30/ 10/2023 (Monday)

Reporting Time: 9.00AM

Location:-

Location-Address:OnePaper Address - Indiqube-Subramanya Arcade, Banneraghatta Main Road, BTM, 1st stage Bengaluru-560029

Google location:<https://goo.gl/maps/tqGKvTKUCiCbasUx5>

To ensure a smooth onboarding process, please take note of the following instructions:

Documents required (Photocopies) :

- 10th, 12th and highest qualification marks cards. •
- Adhar card
- Pan card
- Relieving letter from previous organization (if you have experience) • 2
- passport size photos

LETTER OF INTENT


Dear Candidate,

Congratulations!!!

With reference to your application & the subsequent interview you had with us, we are pleased to offer you the position of 'Relationship Manager' in our organization. You would be required to join us tentative on the 30/10/2023, 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 of Rs. 5,06,400 per annum.

Components	Fig in INR/Month
Basic	8,400
House Rent Allowance	3,600
Attendance Allowance	1,400
Transport Allowance	800
Medical Allowance	1,250
Special Allowance	4,150
Insurance	1,200




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Professional Tax	200
Total Gross Salary	21,200
Insurance	1,200
Professional Tax	200
Total Take Home Salary	19,800
PLI	21,000
Total CTC	5,06,400

You will be on training for a period of 5 days post which 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.

Please note that the date of joining mentioned is subject to change, and we will inform you in advance if there are any adjustments to the schedule.

Regards,

Rajen Patwari

Manager -Human Resource

Onepaper Research analyst Pvt Ltd

w:www.onepaper.in

Ph-+91 8073995349

OnePaper



Prathima K S

K. S. S.
Principal
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MANGALORE



RINEX TECHNOLOGIES PRIVATE LIMITED

INTERNSHIP OFFER LETTER

From:

Human Resource Department,
Rinex Technologies Pvt. Ltd.
Bengaluru - 560102

Date: 13th April 2022

To,

Dheeraj D Kulal

Sub: Regarding your internship in our company's BD department.

Dear Dheeraj,

We would like to inform that your application for Internship for the position of **Business Development Intern** has been accepted. Here are the terms and conditions of Internship while working with company:

1. Duration of Internship will be from 18th April 2022 to 19th July 2022.
2. Joining date is on 18th April, 2022.
3. The timings will be from 11:00 AM to 8:30 PM.
4. You will be designated as **BD Intern** and will be entitled for a stipend of Rs 15,000 and 6 working days.
5. From time to time, your performance will be evaluated and based on this, your incentives will be decided.
6. During Internship, you are expected to abide Code of Conduct prescribed by the Company for all the employees.
7. We would like to inform you that there will be a fixed pay of INR 15,000/- for the duration of 3 months of internship, and once you start working with Rinex. Post that your job will be absorbed for which the Salary/CTC is 5.5 – 7 LPA.

You are requested to submit your acceptance to the terms and conditions mentioned above as confirmation of your internship.

Wishing you good luck for your future endeavours.

Kind Regards,

H N ROHITH

Chief Operating Officer

Rinex Technologies Pvt. Ltd.



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SHREE DEVI INSTITUTE OF TECHNOLOGY
MANGALORE

OFFER LETTER

Ref: FW-HROL/16112023/042

Date: 16th of November 2023

Dear Krishnendu S,

FIRST WAVE CONSULTANCY is pleased to offer you employment and the opportunity to be a part of our growing team.

You will be designated as Customer Relationship Executive and will work at our client office i.e., **JOHN AND SMITH SOLUTIONS LLP** (hereinafter the "Client"). You are required to join and report for duty on 20th of November 2023 at the client's office at Sahya Building, Govt Cyberpark, Calicut, Kerala. Failure to join and report on the said date shall be treated as the cancellation of this offer unless prior notice is provided for such absence.

This offer is based on certain basic Terms and Conditions as mentioned below:

1. You will be posted at the client office at Sahya Building, Govt Cyberpark, Calicut, Kerala and as per requirement, you may also be posted at any client office of First Wave Consultancy as it deems fit.
2. Your monthly CTC will be **INR 18,635.00**. (Eighteen Thousand six hundred and thirty-five rupees).
3. You'll be placed on probation for Six months, and if your performance is really not up to standards, you'll be removed from your employment with 15 days' notice. If you desire to resign from your position at any time throughout the term of your employment or during your probation period, you must give 30 days' notice in writing.
4. Regular office hours are 10:30 a.m. to 11:30 p.m., with multiple shifts. You will be placed to either of these shifts based on the needs of the company.
5. The terms and conditions of your employment with us are governed by the Employment Agreement. As part of your onboarding process, you'll be asked to sign various documents, including an employment contract, confidentiality agreement, and non-competition agreement.
6. You shall be subject to clear background check up/reference check including criminal background checks by a recognized independent agency on any or all the information you have





Principal

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MANGALORE**

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provided. The Company shall have the right to use the results of such background checks for making any employment decisions.

7. Annexure-1 provides a breakdown of your income, while Annexure-2 provides a list of documents that must be supplied at the time of joining.

We are delighted to extend this offer to join First Wave Consultancy and we wish you the very best in a career with John and Smith Solutions LLP. We are confident that your efforts and commitment will take John and Smith Solutions to newer heights and enrich your abilities as a professional.

We are looking forward to your response. You are required to respond to this offer within 1 working day from the receipt of the same. In the interim feel free to contact us at +91 9037913123 or hr@myfw.in for any clarification or information.

Regards,
For First Wave Consultancy




Team HR

ACCEPTANCE OF EMPLOYMENT

I, Krishnendu, have read, understood, and agree to abide by all the above-mentioned terms and conditions put forward by the organization. I confirm that I will join the organization on 20th of November 2023 and will report for duty at the specified location of the company.

My signature is affixed in confirmation of the acceptance of all the terms and conditions of my employment.

Place: Mangalore
Date: 18/11/23

Name: Krishnendu S.
Signature: 




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ANNEXURE 1

CTC Rs. 18,635.00					
Salary Earnings	Amount	Employee Deductions	Amount	Employer Contribution	Amount
Basic Pay	₹4500.00	Professional Tax	₹167.00	Employer Welfare Fund	₹50.00
Dearness Allowance	₹4500.00	Employee Welfare Fund	₹50.00	Employer ESI Contribution	₹585.00
House Rent Allowance	₹3600.00	Employee ESI	₹135.00		
Other Allowance	₹5400.00				
Gross Pay	₹18,000.00	Net Pay	₹17,648.00	CTC	₹18,635.00




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ANNEXURE II

Kindly carry the below documents for a smooth on boarding.

All documents and photograph are mandatory unless specified otherwise

1. Offer letter (signed photocopy as a token of acceptance of the offer)
2. Updated Resume
3. Post graduate degree / Provisional / Course completion Certificate of all College / University qualifications (if any)
4. Degree / Provisional / Course completion Certificate of all College / University qualifications
5. Certificates of 10th & 12th classes
6. 2 passport size photographs
7. Aadhar Card Copy
8. PAN Card Copy
9. License
10. Passport copy (if available)
11. Relieving letter from all previous employers (in case you have previous employment experience)
12. Experience Certificate
13. Pay slip for last 3 months

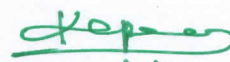
We Request you to carry original documents of the same, which will be returned to you on the same day after verification. Any delay in providing the above information would hold-up and impact your on-boarding process.

If the Date of your Joining the Company is revised and therefore is different from that mentioned in your Offer Letter, please note that, the company would issue to you a letter to this effect. This letter would be sent to you over e-mail, and you are required to carry this letter at the time of joining the Company. Please get in touch with your hiring manager / recruiter in case your Date of Joining the Company has been revised and you have not received a letter from the Company to this effect.

Congratulations again and we look forward to having you as part of our Family.

We are confident that your efforts and commitment will take us to new heights and enrich your abilities as a professional.





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Date: 06-Dec-2023

Ambili Krishnan

KUNIYIL (HO), CHORODE,
KURIKKILAD
KOZHIKODE- 673104

Employment Contract

Dear Ambili Krishnan,

Following your job application and further discussions, we are pleased to appoint you as **Associate** in Speridian Technologies Private Limited (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and Conditions

1. Requirements

- a) You will have to bring 6 copies of your latest passport size colour photographs, the originals and one set of copies of all certificates from SSLC to the latest qualification, experience/relieving certificates, last 3 month's payslips from the previous organization, copy of PAN card, Passport, Aadhar on the joining date.
- b) The employment contract will be valid only after both parties confirm their acceptance by signing the contract.
- c) This contract is issued based on the particulars furnished by you in your CV and also at the time of interview/discussions with us. Speridian has a well-defined background verification process to establish the genuineness of the information and documents furnished by you in the Employment Application Form and CV. In case any information furnished by you is found to be incorrect during the verification process, or at any time during your employment with us, this contract, or your employment shall be annulled automatically.



2. Reporting Date

Your date of joining our organization is **07-Dec-2023**.

3. Compensation

Your total Gross Pay per month will be **Rs. 22,000/-**.

4. Working Week & Leave

- a) The normal working days of the Company are from Monday to Saturday. You are expected to extend beyond the normal days and normal hours if required to suit the exigencies of program and emergencies.
- b) Holidays would be as per the list declared by the Company from time to time.
- c) You are entitled for a weekly off. Any other absences will be considered as loss of pay.

5. Notice Period & Termination of Employment.

- a. Either party may terminate by giving 60 days' notice to the other party without assigning any reason whatsoever.
- b. Notwithstanding anything contained above, the Company reserves the right to terminate your employment with the Company:
 - i. With immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time.
 - ii. With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.

6. Regulations

- a) Your employment will be governed by, and you are bound to abide by, the decisions, directives, rules and regulations of the Company which may be notified from time to time. You are expected to devote your entire working time, energy, and attention exclusively to the work of the Company, and should not take up any other direct or indirect business or work, honorary or otherwise, while in employment with the Company, unless so permitted in writing by the Company.



- b) You are expected to work diligently, faithfully and to the best of your ability in serving the Company and to use the best of your endeavor to promote the interests of the Company and perform all duties that may be entrusted to you from time to time.
- c) You shall be responsible for the safe keeping of all Company property that is being used by you or left in your custody or charge and shall upon the request of the Company or termination of your service, whichever is earlier, deliver to the Company all the properties of the Company, in your custody or possession.
- d) All intellectual properties rights in, India and abroad, for the full term of such rights, in any "work" (as defined under the Copyright Act, 1957 and as amended from time to time) or in any other matter including but not limited to, documents, computer software and databases or papers, of any type including all improvements) conceived / created / made fully or in part (whether or not during regular office / business hours) by you during your period of employment with the Company, shall stand automatically vested in and be the sole and exclusive property of the Company and shall be disclosed in writing promptly to the Company. You shall also at the cost of the Company execute and register, all documents required, statutorily or otherwise by the Company, to further confirm the above ownership rights in favour of the Company.
- e) You shall execute the Security and Confidentiality Regulations of the Company with respect to protection of confidential information of the Company.
- f) You understand that if you are deputed on any work/assignment/project at locations specified by customers, you will gain extensive knowledge and information of customers' business and their specific requirements and skills by closely working with the customers, which would be of great value to the Company, and which knowledge, information and skills the Company would want to utilize on completion of such deputation. Customers in this context shall mean clients, business partners, business associates, subsidiaries, affiliates or any other legal entity or business unit with whom the Company has business relationship. Moreover, you also understand that the Company would be expending considerable cost for such deputation. Therefore, you agree that after completion of such deputation for duration of more than 45 days, you continue in employment with the Company for a period of at least 12 months from the end of such deputation.
- g) You shall at any times be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/ financial loss to the Company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorized absence, misbehavior, theft, misappropriation/ fraud, dishonesty, immorality, conviction, falsification of documents/ records or information given in your bio-data/ application for securing job in the Company or any undesirable acts which in the



opinion of the Company is prejudicial and detrimental to the interest of the Company.
Pending disciplinary action, you can be suspended from service

- h) During your employment with Company and for a period 12 months immediately following termination of your employment, for any reason whatsoever, you shall not:
- i) directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer or shareholder, own, operate, assist, take up employment in, participate in or be associated with, in India or elsewhere, any concern/entity that is engaged in developing, designing, producing, marketing, or selling, software products or services in competition with the Company, to the Law and Legal industry and such other industry the Company will serve in future;
 - ii) directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the Company or solicit, entice, take away or attempt to contact, solicit, entice or take such third parties away from Company or in any way damage their business relationship with the Company.

or

- iii) directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member or office bearer, directly or indirectly, contact, recruit, solicit or hire any of the employees of the Company, or induce or attempt to induce any employee of the Company to terminate his/her employment with, or otherwise cease or damage his/her relationship with the Company.
- i) This Employment Contract is to be read in conjunction with the rules and regulations laid down by the Company from time to time. In the event any conflict arises between Appointment Offer and the rules and regulations laid down by the Company from time to time, such rules and regulations shall prevail.
 - j) The service conditions mentioned in this Appointment Offer are not subject to any amendments unless communicated by the authorized officer nominated by the Company for this purpose.
 - k) If any of the clauses or sub clauses of this Appointment Offer become invalid or be so judged, the remaining clauses or sub clauses shall be deemed severable and shall remain in full force and effect.



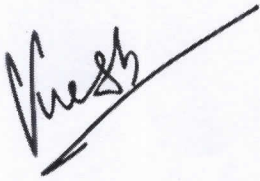
- l) The Company reserves the right to initiate legal proceedings for any breach by you of any of terms of your employment.
- m) This Appointment Offer shall be governed and construed in accordance with the laws of India.
- n) In the event of any dispute between the parties hereto regarding or arising out of this Appointment Offer, the Courts in Trivandrum, Kerala, shall have the sole jurisdiction, to the exclusion of all other courts that may otherwise have had jurisdiction.

If you agree to these terms and conditions, kindly return the counterpart of this Appointment Offer enclosed herewith duly signed on all the pages within seven days of your receiving it.

For any additional information or clarification on any of the above terms and conditions, please do not hesitate to contact us.

Yours Sincerely,

For Speridian Technologies Pvt. Ltd.,



Vivek S Nair
Director-Human Resources

I have read and understood the terms and conditions of the above Employment Contract and I unconditionally accept the same without any reservations whatsoever.

Signed by:



Name: Ambili Kesavan.

Date: 09/12/2023

