

INCANUS TECHNOLOGIES PRIVATE LIMITED

Registered office: Sona Towers, 3rd Floor, Hosur Rd, Industrial
Area, Krishna Nagar, Bengaluru, Karnataka 560029

CIN: U72200KA2018PTC115606

Internship Offer Letter - Operations Intern

25th May, 2022

Dear **Mukesh,**

In reference to your application and interview, we would like to congratulate you on being selected for the internship with **Incanus Technologies Private Limited (Newton School)** based in **Bangalore Location**. Your Internship is scheduled to start on **31th May, 2022**. All of us at **Incanus Technologies Private Limited (Newton School)** are excited that you will be joining our team!

As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application.

Your stipend for the duration of each Month will be **Rs.15,000/- with an additional performance bonus of Rs. 5,000/-**.

Again, congratulations and we look forward to working with you.

Yours sincerely,



Siddharth

Director, Newton School



Whetstone cg Pvt Ltd

To

Geo Sagai Melvin,

Date:28.05.2022

Sub:Offer
Letter

Dear **Geo Sagai Melvin,**

Welcome to "WHETSTONE" Family!

We are pleased to inform you that you have been selected for the internship in our Organization. You are required to join the company on date **01.06.2022**.

As a part of pre-joining formality, you would be required to submit the below mentioned documents. Photocopies of Address Proof- Adhar Card, Local Address proof – If adhar card is not with Bangalore address – Affidavit or rental agreement with Bangalore address would be required, Age Proof – Pan Card, Education Certificates and Four Passport Size Photographs. The originals would be required for verification.

As per your request this internship will be hybrid both offline and online. You will have to report to the office twice or thrice a week. This internship will be for 8 weeks. You'll be issued your completion letter and certificate only after you submit the module.

You are strictly expected to attend all the online meeting when not reported to office. In case of discontinue or leave you will have to inform 3-4 days before. If you have any question feel free to contact us.

Looking forward to a mutually rewarding association with you.
Best Regards,

Alia Begum
HR Manager



Whetstone cg Pvt Ltd

HETSTONE CG PRIVATE LIMITED

365/1,15TH CROSS, 2ND STAGE,2NDCROSS, WEST OF CHORD
ROAD,MAHALAKSHMI LAYOUT, BANGALORE,
Karnataka 560086



Whetstone cg Pvt Ltd

To

Arpith Chinnaswamy R,

Date:06.06.2022

Sub:Offer
Letter

Dear **Arpith Chinnaswamy R,**

Welcome to "WHETSTONE" Family!

We are pleased to inform you that you have been selected for the internship in our Organization. You are required to join the company on date **07.06.2022**.

As a part of pre-joining formality, you would be required to submit the below mentioned documents. Photocopies of Address Proof- Adhar Card, Local Address proof – If adhar card is not with Bangalore address – Affidavit or rental agreement with Bangalore address would be required, Age Proof – Pan Card, Education Certificates and Four Passport Size Photographs. The originals would be required for verification.

As per your request this internship will be hybrid both offline and online. You will have to report to the office when called. This internship will be for 8 weeks. You'll be issued your completion letter and certificate only after you submit the module.

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Whetstone cg Pvt Ltd

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ROAD,MAHALAKSHMI LAYOUT, BANGALORE,
Karnataka 560086

BSC

IMCHR/OL954636

To,
Ms. Shreenisarga M G
Bangalore City

26 November 2022

Appointment Letter

Dear Shreenisarga M G,

We are delighted to offer you employment with M/s. Suvision Holdings Private Limited as **Relationship Manager - FFA - Acquisition** division. Your current engagement will be the "Work from Home" based employment. Your continued employment is contingent upon your successful execution of your responsibilities. The detailed terms and conditions of your employment will be as follows.

1. Appointment

- 1.1 The Company hereby employs you as **Relationship Manager - FFA - Acquisition** on probationary basis pursuant to and in accordance with the terms and conditions set forth in this Appointment Letter.
- 1.2 **Date of joining** - Your date of joining the company's services and commencement of employment is **28 November 2022**.
 - **Working hours and weekly off** - The working hours of the company is 9.00 AM to 6.00 PM and six-day week (Monday to Saturday). However, your working hours may vary and be fixed by the management from time to time depending upon the exigencies of the work.
- 1.3 **Place of work and transfer** - Your present place of work will be at Home. This is a permanent Work from Home opportunity until you are promoted to the next level. At the discretion of the company, you may be asked to continue your work from office in future, posted or transferred to any unit/ undertaking or establishment /division / department / branch / office of the company or to any other group of company and you shall perform such duties as may be assigned to you from time to time.
- 1.4 **Training & Certification** - a) You have to complete 6 days of virtual training followed by the certification process. Virtual training will be provided in 5 different languages i.e., Kannada, Tamil, Telugu, Malayalam & Hindi. You can choose to attend the training in your comfortable language.

SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)

Brigade Software Park, Banashankari 2nd Stage, Bengaluru, Karnataka - 560070

Tel : 080 6941 5400, Email : contact@ffreedom.com



JFL/HR/OFFER/2021

Mar 09, 2022

Mr. ARUN.M

63826_DODDA THOGURU, ELECTRONIC CITY, BANGALORE

Sub: Offer of Appointment

Dear ARUN.M,

With reference to your application and the subsequent interview, we are pleased to offer you an appointment as **Associate Guest Delight Manager-Operations (Grade- TM5)** in our organization on the terms and conditions mutually agreed upon. Your Compensation and Benefits structure will be as under:

Particulars (per annum)	Figures (per annum)
Basic	143092
HRA	57237
Washing Allowance	6000
Entertainment Allowance	12379
Transport Allowance	0
Gross Amount	218708
PF (Employer)	21600
Gratuity	6883
ESIC	6913
Fixed Pay	218709

Group Personal Accident & Group Term Life Insurance Coverage for self.

Performance Pay (Variable) as per Company policy.

** Variable Pay is shown at individual performance rating 'Good' and company performance @ 100%. The policy is subject to change.

A formal letter of appointment will be issued to you on joining services on or before **March 09, 2022**. We reserve the right to cancel this offer in case of failure to join the organization by this date or any information furnished by you is found to be false.

Any pay-out over & above the CTC like Notice Period buy out (supported by documents) is taxable. Should the incumbent leave within 2 years from DoJ, the entire amount will be recovered. Recovered amount will be pretax.

Your appointment will be subject to the verification of your credentials, testimonials and other particulars shared by you. In case it comes to the notice of the management that the particulars and declarations given by you are false, your appointment shall be deemed to be automatically cancelled irrespective of whether you have joined duty upon your selection.

Before or at the time of joining, please also let us have the following document:

1. Photocopy of certificate showing your date of birth.
2. Photocopy of your highest qualification certificate.



3. Two recent passport size photographs.
4. Copy of last salary Slip.
5. Relieving letter from your previous employer.
6. UAN number and copy of Aadhar Card.

We welcome you to **Jubilant FoodWorks Limited** and hope to have a mutually happy and successful association.

Thanking you,

For **Jubilant FoodWorks Limited**

A handwritten signature in black ink, appearing to read "Anil T Mathew".

Anil T Mathew

Senior Manager - HR

Innovative Retail Concepts Pvt Ltd

Ranka Junction, No. 580, Sy. No. 224 (Old Sy. No. 80/3), 4th Floor
Old Madras Road, Vijnapura, Tinfactory, K.R. Puram, Bangalore - 560016.
CIN: U74130KA2010PTC052192
bigbasket.com



Date:3-DEC-2021

Mr ALEX RUBAN
V.O.C 2nd Street,
Sowripalayam,
Coimbatore-28
Tamil Nadu.

We are pleased to appoint you as **"PICKERS"** in **BANGALORE** with Innovative Retail Concepts Pvt. Ltd. (IRCPL). You will be paid an annual compensation of **INR 2,15,040/- (Rupees Two Lakhs Fifteen Thousand Forty Only)**. The breakup of the compensation is detailed in Annexure A.

Your employment commencement date is 3-DEC-2021. Your employment is subject to following clauses.

CLAUSES GOVERNING EMPLOYMENT

For purpose of this Agreement, "Employee" **Mr ALEX RUBAN** and "Company" is Innovative Retail Concepts Pvt. Ltd. (IRCPL).

1. CONDITIONS OF EMPLOYMENT

1.1 At the time of joining the employee is mandated to provide following documents to the Company—

- i. Photo ID Proof
- ii. Address Proof
- iii. 4 Passport size photographs
- iv. Relieving letter from previous organization
- v. Education certificates of all degrees mentioned at the time of interview
- vi. PAN card copy

If for any reason, any document quoted above is not provided within 72 hours of date of joining, the Company can ask the Employee to proceed on unpaid leave to procure the required documents.

If at any stage, it is found that the information disclosed by the Employee was false or there were material error or suppression of facts by the Employee, the appointment will be null and void from the date of joining and the Employee will be liable to refund all the payments received towards remuneration during the employment.

10

Date: 19.02.2020

Sub Offer letter

Welcome to 1POINT1 Family!

You are required to join the company 21.02.2020.

As a part of pre-joining formality, you would be required to submit the below mentioned documents for issuance of Appointment Letter on the above mentioned date.

The Salary processing is strictly as per the employee biometric attendance with 9 hours in system for day present. In addition to this process productive hours in system of 8 hours for every day present. Thus both the biometric and system dealer login are mandatory for attendance and hour payroll for salary processing. No deviation and exception would be given for the same.

Looking forward to a mutually rewarding association with you.

One Point One Solutions Ltd.

1999年，是香港回归祖国的前夕，也是香港各界人士关注的焦点。在这一特殊的历史时刻，香港各界人士纷纷发表声明，表达对祖国的热爱和对香港前途的信心。这些声明不仅体现了香港同胞的爱国情怀，也反映了香港社会的稳定与繁荣。

Date: 19.02.2020

RENTAL INFORMATION LTD
707 West Beaver Creek Road, Suite 100, Richmond Hill, Ontario L4B 1N6
Tel: (905) 882-2222 Fax: (905) 882-2223
E-mail: info@rentalinfo.com Website: www.rentalinfo.com

EMPLOYMENT AGREEMENT

Dear Ms Harini R

Date: 13 Jun 2022

Offer ID: BAN13062022305844
Employee ID: 202233489

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into on this 11 Jun 2022 ("**Effective Date**"):

BY AND BETWEEN:

Innovsource Services Pvt. Ltd., having its registered office at **Mumbai** (hereinafter referred to as the "**Employer**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors-in-interest and assigns), of the **ONE PART**;

AND

Mr Ms Harini R, W/o. or S/o. or D/o. **Raja N**, aged about 19 Yrs years, currently residing at Kaverappa Building Kithiganahalli Chandapura

, BS Carmel School

, BS Carmel School

, Bangalore 560099 (hereinafter referred to as "**Employee**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include his/her successors, legal heirs and permitted assigns), of the **OTHER PART**.

The Employer and the Employee are hereinafter referred to individually as a "**Party**" and collectively as the "**Parties**".

WHEREAS, not being desirous of undertaking full time employment on a daily basis with any single employer; with a requirement of flexible working hours to cater to the Employee's personal needs and to use the same to augment additional / supplemental income; and to secure gainful yet flexible timing of work, the Employee has approached the Employer to provide him with employment offering flexible day and time of work suiting the Employee's needs;

WHEREAS, the Employer being desirous of engaging the services of the Employee on an "as per need" basis for the Employer's own requirement or that of any person / entity with whom the Employer contracts to provide contract labor, and without the obligation of providing any minimum guarantee of working hours on a daily, weekly or monthly basis, or any daily, weekly or monthly income, has offered such employment to the Employee as per the terms and conditions set out in this Agreement; and

WHEREAS, upon a clear understanding of the nature of employment, work and remuneration that may be provided by the Employer to the Employee, the Employee has agreed to accept such offer of employment, on the terms and conditions set forth in this Agreement.

NOW THEREFORE, in consideration of the mutual promises, covenants, understandings and conditions hereinafter set forth and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. SCOPE OF WORK

- 1.1. The Employee's employment with the Employer shall commence on, and, unless otherwise terminated in accordance with the terms contained in this Agreement, shall expire on, the dates specified in Schedule A hereto.

- 1.2. For the performance of his / her duties during the course of employment, the Employee will be deployed to the office / site of the Employer's choosing, and such location shall be the "Primary Work Location" of the Employee. Such location may be that of the Employer or a principal employer.
- 1.3. The Employee shall be required to undergo training at such location as may be designated by the Employer. On the basis of the Employee's performance at, and successful completion of, the said training, the Employee shall be assigned the scope of work and duties that he/she would be required to perform during the course of the his/her employment. The Employee will perform the work, duties, and responsibilities assigned to the Employee in accordance with the directions communicated to the Employee from time to time.
- 1.4. The Employee shall abide by and strictly comply with the terms and conditions, and code of conduct, applicable at the Primary Work Location, and communicated to the Employee from time to time by the Employer or the principal employer.
- 1.5. The Employee will be required to work at the Primary Work Location in shifts of 4 (four) to 10 (ten) hours-durations each, or a single shift exceeding 10 (ten) hour-duration in a day (with applicable break), as may be offered to the Employee. The information relating to the availability of the type and number of shifts offered by the Employer which the Employee may choose to opt in a particular week will be available to the Employee in advance. The Employee shall be at liberty to choose the shift when he/she wishes to work, subject to the same being offered and available. The Employee understands that the Employer does not guarantee minimum number of work hours or shifts to the Employee at any point of time. The maximum number of hours of work performed by the Employee shall not exceed 48 hours per week. However, the Employer may increase such maximum number of work hours per week. At any event, the Employee shall at all times ensure that the Employee shall not violate the applicable laws relating to overtime, spread-over and break. Further, the Employee shall not work more than 6 (six) consecutive days per English calendar week.
- 1.6. If the Employee books a shift but fails to report at the Primary Work Location in time for the relevant shift, the same shall be treated as absence and a leave without pay availed by the Employee.
- 1.7. During the hours of work performed for the Employer, the Employee shall devote his / her entire time, energy and attention to the work assigned to the Employee. Subject to the above, the Employee shall be at liberty to seek gainful employment elsewhere, provided that the nature of work performed during such employment is not in direct or indirect competition with the work performed by the Employee for the Employer, unless prior written approval for the same has been sought from the Employer.
- 1.8. During the course of employment, the Employer may require the Employee to undergo and complete training programs from time to time.

2. REMUNERATION AND LEAVE POLICY

- 2.1. The remuneration and benefits, statutory or otherwise, that may be payable in relation to the services rendered by the Employee, as well as the manner in which the same shall be paid, are as set forth in Schedule A hereto, which may be amended by the Employer from time to time.
- 2.2. The remuneration paid to the Employee by the Employer for the services rendered to the Employer shall be subject to withholding of taxes as per applicable laws. The Employee shall be liable for any income tax and all other applicable taxes arising out of such payments and benefits.
- 2.3. The Employee shall be entitled to benefits in accordance with terms and conditions contained in Schedule A hereto.

3. CONFIDENTIALITY

- 3.1 The Employee acknowledges that during the course of his/her employment with the Employer, he/she will have access to and/or will possess trade secrets and other confidential information of the Employer and / or principal employer (as defined under the "Contract Labour (Regulation and Abolition) Act, 1970), as well as that of their suppliers and customers, including, but not limited to, the Employer's / principal employer's business plans, technological and strategic initiatives, marketing programs, details of suppliers and customers, pricing and credit techniques, information concerning dealings, transactions or affairs of the Employer / principal employer, private processes, and books and records ("Confidential Information"). To protect the

Confidential Information and the goodwill of the Employer / principal employer, the Employee undertakes to the Employer that he/she shall not, without the express written permission of the Employer or principal employer, as the case may be, use or disclose (either personally or through an agent or otherwise, directly or indirectly) or allow to be used or disclosed any such Confidential Information.

- 3.2 In furtherance of Clause 3.1 above, all memoranda, notes, records or other documents, made or compiled by the Employee or made available to him/her during the course of his/her employment, which contain Confidential Information, if in the possession or under the Employee's control, shall be (i) delivered to the Employer / principal employer, or (ii) destroyed by the Employee on the Employer's/ principal employer's instructions, upon termination of his/her employment.

4 **TERMINATION OF EMPLOYMENT**

- 4.1 The Employee's employment hereunder shall terminate upon the expiry of the term of this Agreement, or in accordance with the terms contained herein below, whichever is earlier.
- 4.2 Either Party may terminate this Agreement by giving prior written notice of at least 30 (thirty) days to the other Party.
- 4.3 Notwithstanding the above, the Employer may immediately terminate the employment of the Employee, without providing any prior notice, in the following circumstances:
- 4.3.1 Where the Employee has been charge-sheeted for any offence involving moral turpitude or fraud ("charge-sheeted" under this Agreement means the filing of a charge-sheet by jurisdictional police or framing of charges by a court of competent jurisdiction, whichever is earlier, and shall not include a mere allegation, complaint or the filing of a first information report);
 - 4.3.2 Where the Employee is involved in an act of gross negligence or proven misconduct, as reasonably determined by the Employer / principal employer, in connection with the performance of the Employee's duties under this Agreement;
 - 4.3.3 Where the Employee commits breach of any of the terms of this Agreement or of the Employer's / principal employer's policies and other documents or directions, as reasonably determined by the Employer or principal employer, as the case may be;
 - 4.3.4 Where the Employee does not perform any work for a continuous period of 30 days.
 - 4.3.5 Where it is found that the any part of the personal information provided by the Employee at the time of joining employment with the Employer is incorrect, false, incomplete and/or fabricated; and
 - 4.3.6 Where the Employee fails to successfully complete the training assigned to him/her by the Employer.

Where the law requires that an enquiry proceeding be conducted for terminating the employment, such enquiry shall be conducted by the Employer.

- 4.4 This Agreement shall automatically terminate immediately in the event of the death of the Employee during the term of the employment, without further obligations.
- 4.5 Upon termination of the Employee's employment for any reason whatsoever, and that the Employee shall immediately cease to use any property of the Employer and/or principal employer that continues to remain in the Employee's possession at the time of such termination and the Employee shall further forthwith return such property to the Employer or principal employer, as the case may be.

5 **REPRESENTATIONS AND WARRANTIES**

- 5.1 The Employee hereby represents, warrants, and confirms that:
- 5.1.1 he/she understands and agrees that under the terms of this Agreement, the Employer neither guarantees any minimum number of hours of work to the Employee, nor the availability of shifts on any contiguous days;
 - 5.1.2 he/she has executed and delivered this Agreement as his / her free and voluntary act, after having determined that the provisions contained herein are of benefit to him/her, and that the duties and obligations imposed on him/her hereunder are fair and reasonable;

- 5.1.3 the nature of work and employment provided by the Employer caters to the specific requirements of the Employee for flexible schedule of work hours;
- 5.1.4 he/she has read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and
- 5.1.5 the execution of this Agreement by him/her and performance of his/her obligations, responsibilities and duties hereunder shall not result in the breach of any of his/her obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other person.

6. **MISCELLANEOUS**

- 6.1 This Agreement, as well as the Schedules A hereto, shall constitute the entire agreement between the Parties relating to the subject matter hereof and supersedes in their entirety all other written or oral agreements between the Parties.
- 6.2 If any one or more of the provisions of this Agreement is declared invalid, illegal, or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not, in any way, be affected or impaired thereby. There shall be substituted for any such provision held invalid, illegal or unenforceable, a provision of similar import, reflecting the original intent of the Parties to the extent permissible under law.
- 6.3 The provisions of Clause 3 (Confidentiality), Clause 5 (Representations and Warranties) and this Clause 6 (Miscellaneous) of this Agreement shall survive the termination of the Employee's employment with the Employer for any reason.
- 6.4 Save and except as otherwise provided in this Agreement, the waiver of any default or breach under this Agreement by any Party shall not constitute a waiver of the right to terminate this Agreement or otherwise exercise rights or remedies for any subsequent default of a similar nature or under any other terms and conditions of this Agreement.
- 6.5 No variation of this Agreement shall be binding on any Party, unless such variation is in writing and signed by each Party.
- 6.6 This Agreement shall be construed with, and be governed by, the laws of India without giving effect to the principles of conflicts of laws. The courts at the city where the Primary work Location is situated shall alone have exclusive jurisdiction over all matters arising out of, in relation to, or pursuant to, this Agreement.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the date first above written.

Yours faithfully,

For Innovsource Services Private Limited

Acceptance

I have received the Work Assignment Letter and agree to the terms and conditions contained thereto

Ms Harini R



Authorised Signatory Authorised Signatory

(Signature & Date)

Schedule - A

Details of duration of employment, remuneration and leave policy

Start Date of Contract	: 11 Jun 2022
End Date of Contract	: 10 Sep 2022
Basic Salary	: Rs.73/- per hour. The Basic wage will not be payable during days of absence and leave without pay.
Night Shift Allowance	: Rs.115/- will be paid as Night Shift Allowance for the shift physically presented in Night Shift.
Transport Allowance	: Rs.65/- will be paid as Transport Allowance for the shift physically attended
Where law prescribes a different minimum wage given the nature of the industry where the Employee would be deployed, the minimum wage as applicable to that industry will be paid to the Employee on a pro-rated basis for the number of hours worked.	
Shift Timings	: As provided under Clause 1.5 of the Agreement
Bonus/ PF/ ESIC	: As per Government Norms.
Salary Payout	: Net Salary (Take home salary) for the shift worked will be paid next day by 6 PM
	Monthly Salary payout date would be on or before 7th of every month of the following month.

Other Compensations details:

Your salary will be paid through electronic transfer mode in the salary designated bank for which you have to provide relevant information at the time of joining.

Andrews William
Ejipura j church road 16/5 2nd cross 2nd floor

Offer Id : 53241



Dear Andrews William,

Congratulations!

Sub: Offer of Employment

You have been selected to join 24/7 Customer Private Limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row. We are hopeful and confident that you will be able to build a successful career with us and become a part of the "out-performance" culture at 24/7 Customer Private Limited.

We are pleased to offer you the position of **Advisor** in 24/7 Customer Private Limited commencing from the Date **07-Oct-2021**. The following are the terms of employment with 24/7 Customer Private Limited.

1. Your Cost to Company ("CTC") will be as per the Annexure I enclosed. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We will provide you a separate **Letter of Appointment** on the date of your joining.
4. Your joining formalities will be conducted remotely and is scheduled on **07-Oct-2021 at 8:00PM**. You will receive a Zoom invite on your registered email ID. You are requested to join the Zoom meeting on time without fail and be available throughout the session to complete joining formalities.
5. Upon joining, you will be provided Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay you the CTC retrospectively from the date of your joining the Company. It is hereby clarified that your entitlement of the CTC (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request the trainer and the trainer may consider your request on case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility will commence accordingly.
8. You are requested to bring along the documents listed below **WITHOUT FAIL** on your day of joining for the purpose of submission/verification:
 - Six passport size color photographs (important) with white background (Formal Attire)
 - Date of Birth proof certificate (Original and Photocopy)
 - Latest Mark sheet/ Education certificates (Original and Photocopy)
 - Previous Employment details (Service Certificate/ Relieving Letter if applicable in original)
 - Last drawn Pay slip (if applicable in original)
 - A valid Passport / Driver's license/ Aadhar Card/ Voter ID / Nationalised Bank Passbook with photo attested (Original & Photocopy)

If you have any queries pertaining to this offer letter please call us at - 9845526247/9945200330

Please confirm the acceptance of the offer letter by clicking the link sent to your registered email id along with your offer letter. If we do not receive the acceptance by 10:00 PM of **06-Oct-2021** and if you do not join the Company on **07-Oct-2021** this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer Private Limited.

With Best Wishes,

Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.

Date: 17th Oct, 2022



Offer cum Appointment Letter

Dear Peter Lalnunsiana ,

This is with reference to your application and subsequent test / Interviews you had with us, we are pleased to offer you employment in the **Executive Family** as **Executive** in the Job Role **Jr. Student counselor**.

Your Date of Joining to be 18th Oct, 2022.

You will receive in hand Annual Gross Compensation (including Basic and allowances) of **INR 180000 /- per annum (INR One Lakh Eighty Thousand only)**. This will be disbursed as per the prevailing rules and guidelines.

Please note that salaries, allowances, facilities and other sums payable under this appointment are subject to Income Tax and other statutory deductions and you shall be liable for the same.

Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization.

Please review, acknowledge and accept the offer cum appointment letter with annexures including **"Terms & Conditions of Employment"** at Annexure III. These employment terms will be effective from the date of your joining the company and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be based on these terms and conditions of employment.

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

You are required to submit the documents enlisted in **Annexure - II** on your date of joining as part of joining compliance.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure II and you being declared medically fit by authorized Medical Officer. We wish you a long successful association with us.

Sincerely yours,

MICHBIZ SERVICES



EMPLOYMENT AGREEMENT

Dear Ms Harini R

Date: 13 Jun 2022

Offer ID: BAN13062022305844

Employee ID: 202233489

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into on this 11 Jun 2022 ("**Effective Date**"):

BY AND BETWEEN:

Innovsource Services Pvt. Ltd., having its registered office at **Mumbai** (hereinafter referred to as the "**Employer**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors-in-interest and assigns), of the **ONE PART**;

AND

Mr Ms Harini R, W/o. or S/o. or D/o. **Raja N**, aged about 19 Yrs years, currently residing at Kaverappa Building Kithiganahalli Chandapura

, BS Carmel School

, BS Carmel School

, Bangalore 560099 (hereinafter referred to as "**Employee**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include his/her successors, legal heirs and permitted assigns), of the **OTHER PART**.

The Employer and the Employee are hereinafter referred to individually as a "**Party**" and collectively as the "**Parties**".

WHEREAS, not being desirous of undertaking full time employment on a daily basis with any single employer; with a requirement of flexible working hours to cater to the Employee's personal needs and to use the same to augment additional / supplemental income; and to secure gainful yet flexible timing of work, the Employee has approached the Employer to provide him with employment offering flexible day and time of work suiting the Employee's needs;

WHEREAS, the Employer being desirous of engaging the services of the Employee on an "as per need" basis for the Employer's own requirement or that of any person / entity with whom the Employer contracts to provide contract labor, and without the obligation of providing any minimum guarantee of working hours on a daily, weekly or monthly basis, or any daily, weekly or monthly income, has offered such employment to the Employee as per the terms and conditions set out in this Agreement; and

WHEREAS, upon a clear understanding of the nature of employment, work and remuneration that may be provided by the Employer to the Employee, the Employee has agreed to accept such offer of employment, on the terms and conditions set forth in this Agreement.

NOW THEREFORE, in consideration of the mutual promises, covenants, understandings and conditions hereinafter set forth and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. SCOPE OF WORK

- 1.1. The Employee's employment with the Employer shall commence on, and, unless otherwise terminated in accordance with the terms contained in this Agreement, shall expire on, the dates specified in Schedule A hereto.

- 1.2. For the performance of his / her duties during the course of employment, the Employee will be deployed to the office / site of the Employer's choosing, and such location shall be the "Primary Work Location" of the Employee. Such location may be that of the Employer or a principal employer.
- 1.3. The Employee shall be required to undergo training at such location as may be designated by the Employer. On the basis of the Employee's performance at, and successful completion of, the said training, the Employee shall be assigned the scope of work and duties that he/she would be required to perform during the course of the his/her employment. The Employee will perform the work, duties, and responsibilities assigned to the Employee in accordance with the directions communicated to the Employee from time to time.
- 1.4. The Employee shall abide by and strictly comply with the terms and conditions, and code of conduct, applicable at the Primary Work Location, and communicated to the Employee from time to time by the Employer or the principal employer.
- 1.5. The Employee will be required to work at the Primary Work Location in shifts of 4 (four) to 10 (ten) hours-durations each, or a single shift exceeding 10 (ten) hour-duration in a day (with applicable break), as may be offered to the Employee. The information relating to the availability of the type and number of shifts offered by the Employer which the Employee may choose to opt in a particular week will be available to the Employee in advance. The Employee shall be at liberty to choose the shift when he/she wishes to work, subject to the same being offered and available. The Employee understands that the Employer does not guarantee minimum number of work hours or shifts to the Employee at any point of time. The maximum number of hours of work performed by the Employee shall not exceed 48 hours per week. However, the Employer may increase such maximum number of work hours per week. At any event, the Employee shall at all times ensure that the Employee shall not violate the applicable laws relating to overtime, spread-over and break. Further, the Employee shall not work more than 6 (six) consecutive days per English calendar week.
- 1.6. If the Employee books a shift but fails to report at the Primary Work Location in time for the relevant shift, the same shall be treated as absence and a leave without pay availed by the Employee.
- 1.7. During the hours of work performed for the Employer, the Employee shall devote his / her entire time, energy and attention to the work assigned to the Employee. Subject to the above, the Employee shall be at liberty to seek gainful employment elsewhere, provided that the nature of work performed during such employment is not in direct or indirect competition with the work performed by the Employee for the Employer, unless prior written approval for the same has been sought from the Employer.
- 1.8. During the course of employment, the Employer may require the Employee to undergo and complete training programs from time to time.

2. REMUNERATION AND LEAVE POLICY

- 2.1. The remuneration and benefits, statutory or otherwise, that may be payable in relation to the services rendered by the Employee, as well as the manner in which the same shall be paid, are as set forth in Schedule A hereto, which may be amended by the Employer from time to time.
- 2.2. The remuneration paid to the Employee by the Employer for the services rendered to the Employer shall be subject to withholding of taxes as per applicable laws. The Employee shall be liable for any income tax and all other applicable taxes arising out of such payments and benefits.
- 2.3. The Employee shall be entitled to benefits in accordance with terms and conditions contained in Schedule A hereto.

3. CONFIDENTIALITY

- 3.1 The Employee acknowledges that during the course of his/her employment with the Employer, he/she will have access to and/or will possess trade secrets and other confidential information of the Employer and / or principal employer (as defined under the "Contract Labour (Regulation and Abolition) Act, 1970), as well as that of their suppliers and customers, including, but not limited to, the Employer's / principal employer's business plans, technological and strategic initiatives, marketing programs, details of suppliers and customers, pricing and credit techniques, information concerning dealings, transactions or affairs of the Employer / principal employer, private processes, and books and records ("Confidential Information"). To protect the

Confidential Information and the goodwill of the Employer / principal employer, the Employee undertakes to the Employer that he/she shall not, without the express written permission of the Employer or principal employer, as the case may be, use or disclose (either personally or through an agent or otherwise, directly or indirectly) or allow to be used or disclosed any such Confidential Information.

- 3.2 In furtherance of Clause 3.1 above, all memoranda, notes, records or other documents, made or compiled by the Employee or made available to him/her during the course of his/her employment, which contain Confidential Information, if in the possession or under the Employee's control, shall be (i) delivered to the Employer / principal employer, or (ii) destroyed by the Employee on the Employer's/ principal employer's instructions, upon termination of his/her employment.

4 **TERMINATION OF EMPLOYMENT**

- 4.1 The Employee's employment hereunder shall terminate upon the expiry of the term of this Agreement, or in accordance with the terms contained herein below, whichever is earlier.
- 4.2 Either Party may terminate this Agreement by giving prior written notice of at least 30 (thirty) days to the other Party.
- 4.3 Notwithstanding the above, the Employer may immediately terminate the employment of the Employee, without providing any prior notice, in the following circumstances:
- 4.3.1 Where the Employee has been charge-sheeted for any offence involving moral turpitude or fraud ("charge-sheeted" under this Agreement means the filing of a charge-sheet by jurisdictional police or framing of charges by a court of competent jurisdiction, whichever is earlier, and shall not include a mere allegation, complaint or the filing of a first information report);
 - 4.3.2 Where the Employee is involved in an act of gross negligence or proven misconduct, as reasonably determined by the Employer / principal employer, in connection with the performance of the Employee's duties under this Agreement;
 - 4.3.3 Where the Employee commits breach of any of the terms of this Agreement or of the Employer's / principal employer's policies and other documents or directions, as reasonably determined by the Employer or principal employer, as the case may be;
 - 4.3.4 Where the Employee does not perform any work for a continuous period of 30 days.
 - 4.3.5 Where it is found that the any part of the personal information provided by the Employee at the time of joining employment with the Employer is incorrect, false, incomplete and/or fabricated; and
 - 4.3.6 Where the Employee fails to successfully complete the training assigned to him/her by the Employer.

Where the law requires that an enquiry proceeding be conducted for terminating the employment, such enquiry shall be conducted by the Employer.

- 4.4 This Agreement shall automatically terminate immediately in the event of the death of the Employee during the term of the employment, without further obligations.
- 4.5 Upon termination of the Employee's employment for any reason whatsoever, and that the Employee shall immediately cease to use any property of the Employer and/or principal employer that continues to remain in the Employee's possession at the time of such termination and the Employee shall further forthwith return such property to the Employer or principal employer, as the case may be.

5. **REPRESENTATIONS AND WARRANTIES**

- 5.1 The Employee hereby represents, warrants, and confirms that:
- 5.1.1 he/she understands and agrees that under the terms of this Agreement, the Employer neither guarantees any minimum number of hours of work to the Employee, nor the availability of shifts on any contiguous days;
 - 5.1.2 he/she has executed and delivered this Agreement as his / her free and voluntary act, after having determined that the provisions contained herein are of benefit to him/her, and that the duties and obligations imposed on him/her hereunder are fair and reasonable;

- 5.1.3 the nature of work and employment provided by the Employer caters to the specific requirements of the Employee for flexible schedule of work hours;
- 5.1.4 he/she has read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and
- 5.1.5 the execution of this Agreement by him/her and performance of his/her obligations, responsibilities and duties hereunder shall not result in the breach of any of his/her obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other person.

6. **MISCELLANEOUS**

- 6.1 This Agreement, as well as the Schedules A hereto, shall constitute the entire agreement between the Parties relating to the subject matter hereof and supersedes in their entirety all other written or oral agreements between the Parties.
- 6.2 If any one or more of the provisions of this Agreement is declared invalid, illegal, or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not, in any way, be affected or impaired thereby. There shall be substituted for any such provision held invalid, illegal or unenforceable, a provision of similar import, reflecting the original intent of the Parties to the extent permissible under law.
- 6.3 The provisions of Clause 3 (Confidentiality), Clause 5 (Representations and Warranties) and this Clause 6 (Miscellaneous) of this Agreement shall survive the termination of the Employee's employment with the Employer for any reason.
- 6.4 Save and except as otherwise provided in this Agreement, the waiver of any default or breach under this Agreement by any Party shall not constitute a waiver of the right to terminate this Agreement or otherwise exercise rights or remedies for any subsequent default of a similar nature or under any other terms and conditions of this Agreement.
- 6.5 No variation of this Agreement shall be binding on any Party, unless such variation is in writing and signed by each Party.
- 6.6 This Agreement shall be construed with, and be governed by, the laws of India without giving effect to the principles of conflicts of laws. The courts at the city where the Primary work Location is situated shall alone have exclusive jurisdiction over all matters arising out of, in relation to, or pursuant to, this Agreement.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the date first above written.

Yours faithfully,

For Innovsource Services Private Limited



Authorised Signatory Authorised Signatory

Acceptance

I have received the Work Assignment Letter and agree to the terms and conditions contained thereto

Ms Harini R

(Signature & Date)

Schedule - A

Details of duration of employment, remuneration and leave policy

Start Date of Contract	: 11 Jun 2022
End Date of Contract	: 10 Sep 2022
Basic Salary	: Rs.73/- per hour. The Basic wage will not be payable during days of absence and leave without pay.
Night Shift Allowance	: Rs.115/- will be paid as Night Shift Allowance for the shift physically presented in Night Shift.
Transport Allowance	: Rs.65/- will be paid as Transport Allowance for the shift physically attended

Where law prescribes a different minimum wage given the nature of the industry where the Employee would be deployed, the minimum wage as applicable to that industry will be paid to the Employee on a pro-rated basis for the number of hours worked.

Shift Timings	: As provided under Clause 1.5 of the Agreement
Bonus/ PF/ ESIC	: As per Government Norms.
Salary Payout	: Net Salary (Take home salary) for the shift worked will be paid next day by 6 PM
	Monthly Salary payout date would be on or before 7th of every month of the following month.

Other Compensations details:

Your salary will be paid through electronic transfer mode in the salary designated bank for which you have to provide relevant information at the time of joining.



Venkatadri IT City, Konappana Agrahara, Electronic City Phase 1, Bengaluru, 560100

+ (877) 848-3926

info@examroom.ai

June 21, 2021.

Dear Boomika M.G.,

On behalf of Examroom.AI, (hereinafter referred to as "the Company") I am very pleased to offer you a position of Proctor/Onboarding Agent in our organization. Your joining date will be June 21, 2021.

On the first day of the employment, please report to:

ExamRoom.AI Corp.
Electronic City,
Bengaluru,
Reporting Time : 5:00 PM

You will be paid a annual salary (CTC) of Rs. 2,50,000/-. Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

ExamRoom.AI Corp.
Ground Floor, 92/1A Phase,
HP Avenue
Konappana Agrahara, Electronic City,
Bengaluru, Karnataka 560100
India.

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact me.

Sincerely,
for, Examroom.AI

Kavitha A M
HR Director

Offer Letter – HR/F02 V 1.0

Confidential

ExamRoom.AI

Scanned with CamScanner

Andrews William
Ejipura jj chruch road 16/5 2nd cross 2nd floor

Offer Id : 53241



Dear Andrews William,

Congratulations!

Sub: Offer of Employment

You have been selected to join 24/7 Customer Private Limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row. We are hopeful and confident that you will be able to build a successful career with us and become a part of the "out-performance" culture at 24/7 Customer Private Limited.

We are pleased to offer you the position of **Advisor** in 24/7 Customer Private Limited commencing from the Date **07-Oct-2021**. The following are the terms of employment with 24/7 Customer Private Limited.

1. Your Cost to Company ("CTC") will be as per the Annexure I enclosed. This will be applicable after your training period.
2. You will be required to work in shifts, with rotating weekly offs.
3. We will provide you a separate **Letter of Appointment** on the date of your joining.
4. Your joining formalities will be conducted remotely and is scheduled on **07-Oct-2021** at **8:00PM**. You will receive a Zoom invite on your registered email ID. You are requested to join the Zoom meeting on time without fail and be available throughout the session to complete joining formalities.
5. Upon joining, you will be provided Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you successfully complete your FLE, the Company will pay you the CTC retrospectively from the date of your joining the Company. It is hereby clarified that your entitlement of the CTC (retrospectively from the date you joined the Company) would depend on the outcome of your FLE results.
6. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request the trainer and the trainer may consider your request on case to case basis.
7. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case your employment will commence from the date you start training in the next batch and your stipend/salary eligibility will commence accordingly.
8. You are requested to bring along the documents listed below **WITHOUT FAIL** on your day of joining for the purpose of submission/verification:
 - Six passport size color photographs (important) with white background (Formal Attire)
 - Date of Birth proof certificate (Original and Photocopy)
 - Latest Mark sheet/ Education certificates (Original and Photocopy)
 - Previous Employment details (Service Certificate/ Relieving Letter if applicable in original)
 - Last drawn Pay slip (if applicable in original)
 - A valid Passport / Driver's license/ Aadhar Card/ Voter ID / Nationalised Bank Passbook with photo attested (Original & Photocopy)

If you have any queries pertaining to this offer letter please call us at - 9845526247/9945200330

Please confirm the acceptance of the offer letter by clicking the link sent to your registered email id along with your offer letter. If we do not receive the acceptance by 10:00 PM of **06-Oct-2021** and if you do not join the Company on **07-Oct-2021** this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer Private Limited.

With Best Wishes,

Shivesh Kundan
VP - HR-Recruitment

This is a system generated letter and does not require any signatures.



Date: Mar 10, 2022

Name: SHARADA R

Location: Bangalore

Letter of Offer

Dear SHARADA,

We are pleased to offer you the position of Apprentice with us for South Region.
Your date of joining will be on or before February 26, 2022.

Your Monthly Take Home salary will be Rs. 15184 /-

This offer is subject to your being declared medically fit and clearance of reference check / background verification.

The following mandatory documents are required to carry on your first day.

1. Resume.
2. PAN Card copy.
3. Aadhar Card
3. 3 passport size photographs.
4. Bank Details (If any)
5. Proof of Age & Current Address
6. Academic record 10+2+3 & any other.

Kindly sign the enclosed duplicate copy of this letter and return the same to us.

We welcome you to our Organization and look forward to a mutually beneficial association.

For Burger King India Private Limited

R. Raghunathan
Authorised Signatory

BURGER KING INDIA LIMITED

Office No.- 1003 to 1007, B Wing, 10th Floor, Mittal Commercial, Asan Pada Road,

Chimatpada, Marol, Andheri (East), Mumbai - 400059.

CIN: U55204MH2013FLC249986 | info@burgerking.in

Date: May 19, 2022
Offer No : QS2595381

KEERTHI D
BOMMASANDRA, BANGALORE
BANGALORE 560099
KARNATAKA

EMPLOYMENT LETTER

Dear **KEERTHI D**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to AVENUE SUPERMARTS LTD under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from MAY 20, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of India as and required by QueSS for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from MAY 20, 2022 to MAY 19, 2024.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at BANGALORE.

POSITION:

You are appointed as PACKER T1.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid MAY 19, 2024 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the

client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be complied with, QUESS or principal employer has the rights and authority to suspend your services until you are notified to resume work in writing. QUESS reserves all such right to withheld full or a portion of your salary during such suspension period.

NOTICE PERIOD:

In the eventuality if you wish to separate from the organization you will need to give 30 day's notice in writing. The Contract can be terminated at the discretion of QUESS subject to 30 day's notice.

However due to breach of code of conduct, misbehavior or indiscipline etc, then in such cases, QUESS will have / reserve rights to terminate immediately without giving notice period.

INDEMNITY:

You shall be responsible for protecting any property of the Client entrusted to you in the due discharge of your duties and you shall indemnify the client if there is a loss of any kind to the said property.

CODE OF CONDUCT:

You shall not engage in any act subversive of discipline in the course of your duty/ies for the Client either within the Client's organization or outside it, and if you were at any time found indulging in such act/s, the Company shall reserve the right to initiate disciplinary action as is deemed fit against you.

HOLIDAYS:

You will be entitled to paid holidays in a year as notified by the company from time to time.

ADDRESS FOR COMMUNICATION:

The address of communication for the purpose of service of notice and other official communication to the company shall be the registered address of the company. The address of communication and service of notice and other official communication is the address set out as above and your present residential address namely. In the event there is a change in your address, you shall inform the same in writing to the Management and that shall be the address last furnished by you, shall be deemed to be sufficient for communication and shall be deemed to be effective on you.

BACKGROUND VERIFICATION:

The company reserves the right to have your back ground verified directly or through an outside agency. If on such verification it is found that you have furnished wrong information or concealed any material information your services are liable to be terminated.

ABSENTEEISM:

You should be regular and punctual in your attendance. If you remain absent for 5 consecutive working days or more without sanction of leave or prior permission or if you over stay sanctioned leave beyond 5 consecutive working days or more it shall be deemed that you have voluntarily abandonment your employment with the company and your services are liable to be terminated accordingly.

RULES AND REGULATIONS:

You shall be bound by the Rules & Regulations framed by the company from time to time in relation to

conduct, discipline and other service conditions which will be deemed as Rules, Regulation and order and shall form part and parcel of this letter of appointment.

OTHER TERMS OF CONTRACT:

In addition to the terms of appointment mentioned above, you are also governed by the standard employment rules of QUESS (as per Associate Manual). The combined rules and procedures as contained in this letter will constitute the standard employment rules and you are required to read both of them in conjunction.

JURISDICTION:

Notwithstanding the place of working or placement or the normal or usual residence of the employee concerned or the place where this instrument is signed or executed this Contract shall only subject to the jurisdiction of the High Court of Judicature of Karnataka at Bangalore and its subordinate Courts.

DEEMED CANCELLATION OF CONTRACT:

The Contract stands cancelled and revoked if you do not report to duty within 3 days from the date of joining & your act will be construed as deemed and implied rejection of the offer of employment from your side; hence no obligation would arise on the part of the company in lieu of such Employment Contract issued.

You shall report to work on May 20 2022 at the clients place.

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

1. Educational Certificates
2. Experience Letter / Relieving letter
3. Latest month pay slip
4. Photo ID proof
5. Address Proof
6. 5 passport size photographs
7. PAN card
8. UAN Card
9. Aadhaar Card

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **QUESS Corp Limited.**



Tej Hans Raj Singh
COO Staffing

I have read and understood the above mentioned terms and conditions of the Contract. I voluntarily accept the same. I shall abide to the terms and conditions mentioned therein and any amendments from time to time.

All the above mentioned terms and conditions will come in force from your date of joining, in case of no acceptance received before the first salary it would be deemed as acknowledged and accepted by you on receipt of your first salary.

Name:.....

Signature:.....

Place:.....

Date:.....

Compensation Sheet

Offer No: **QS2595381**
Designation: **PACKER T1**

Associate Name: **KEERTHI D**
Location: **BANGALORE**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	13821	165852
Gross Salary	13821	165852

Employer's Contribution		
Employer esi	449	5388
Employer Provident Fund	1797	21564
Total Contribution	2246	26952
Cost to Company: (CTC)	16067	192804

Deduction: (Subjected to change)		
Employee Esi	104	1248
Provident Fund	1659	19908
Total Deduction	1763	21156
Net Take Home	12058	144696

NOTE : There will be deduction against Professional Tax as per Slab and as per notified by State Government Authorities.

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Marqet to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by sms to your registered mobile No.

For any issues in login to WorQ app, please email to help@quesscorp.com.

Please mention your

- Offer No :QS2595381
- Name :KEERTHI D
- Mobile No

Link to download WorQ

Play Store (Android) - <https://goo.gl/rqsMnr>

App Store (iOS) - <https://goo.gl/DmHpEj>

Annexure B

OMS ID: **2595381**

KEERTHI D

BOMMASANDRA, BANGALORE BANGALOREKARNATAKA

Dear: **KEERTHI D**

Further to your appointment with Quess Corp Ltd. please note that with acceptance of this letter of appointment by Quess Corp Ltd, you unconditionally agree to the following:-

1. Your current leave balance with General would become the opening leave balance for your leave account with Quess Corp Ltd.
 2. Your original date of joining General would be considered for all statutory compliances including the eligibility for determining the gratuity payable by Quess Corp Ltd.
 3. The statutory bonus payable to you by General for the FY 17-18 shall be paid by us along with the bonus disbursement by Quess Corp Ltd.
 4. Your Provident Fund balance with General will be transferred to the new Provident Fund account with Quess Corp Ltd.
 5. Your benefits under the ESIC scheme will continue under Quess Corp Ltd.
 6. By signing this you agree to follow the rules and regulations of Quess Corp Ltd. applicable to employees of your cadre.
 7. You declare and agree that your employment contract with General is terminated herewith by accepting the employment with Quess Corp Ltd. on service conditions which are not less favourable than applicable to you in your earlier employment with General.
- Relinquishment of your employment with General is due to determination of their service provider contract with Avenue Supermarts Ltd. because of their inability to continue to provide any further services to them for reasons beyond their control. Your appointment with Quess Corp Ltd. and relinquishing of employment with General is voluntary and with your unconditional consent. You agree not to make any claims of whatsoever nature, monetary or otherwise to General or to its clients and your rights are restricted to what is stated above with Quess Corp Ltd.

For QUESS Corp Ltd.

KEERTHI D

Tej Hans Raj Singh

COO Staffing

Quess Confidential

This is a system generated letter

Signature of Employee

Offer No : QS2595381

Page 1

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscopy.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.



Date: Mar 10, 2022

Name: LORENCE MARRY A

Location: Bangalore

Letter of Offer

Dear LORENCE,

We are pleased to offer you the position of Apprentice with us for South Region.
Your date of joining will be on or before February 25, 2022.

Your Monthly Take Home salary will be Rs. 15184 /-

This offer is subject to your being declared medically fit and clearance of reference check / background verification.

The following mandatory documents are required to carry on your first day.

1. Resume.
2. PAN Card copy.
3. Aadhar Card
3. 3 passport size photographs.
4. Bank Details (if any)
5. Proof of Age & Current Address
6. Academic record 10+2+3 & any other.

Kindly sign the enclosed duplicate copy of this letter and return the same to us.

We welcome you to our Organization and look forward to a mutually beneficial association.

For Burger King India Private Limited

R. Rajendran
Authorised Signatory

BURGER KING INDIA LIMITED

Office No.- 1003 to 1007, B Wing, 10th Floor, Mittal Commercial, Asan Pada Road,
Chimatpada, Marol, Andheri (East), Mumbai - 400059.

CIN: U55204MH2013FLC249986 | info@burgerking.in



Dear DILU,

Congratulations! We are pleased to inform you that you have been selected for CSA at Firstsource Solutions Limited. We have enjoyed our interactions with you and acknowledge your potential to be an asset to our organisation.

As a next step in the hiring process we request you to fill in details by clicking the URL provided below within 48 Hours.

URL : https://firsthire.taleo.net/careersection/external_rmi_india/jobsearch.ftl?lang=en&portal=18216760768

Please login with the user name "bagsinghlincoln@gmail.com" which you have created while registering on our career section.

Additionally you will receive an e-mail to upload necessary documents to release an offer. The list of documents required is:

- One Passport Photograph
- Photo Identity Proof
- Address Proof
- Educational certificates (10th to highest education – all sem marksheets, provisional degree and final degree)
- Work experience (Offer/appointment letter, latest hike letter, relieving letter/Relieving acceptance mail, 3 months pay slip/3 months Bank Statement for the salary credit by the company)
- 3 Professional References

Thank you for taking the time to appear in the hiring process. We will stay in touch!

Best regards,

Talent Acquisition Team
Aspire. Achieve. Advance

This is an auto generated e-mail so kindly do not reply



Welcome to Decathlon Sports India Pvt Ltd

1 message

Hu-mine <humine.payroll@decathlon.com>

Sat, Nov 6, 2021 at 5:19 PM

To: chaithrakrishnamurthy6@gmail.com

Cc: venkatesha.j.partner@decathlon.com

Dear Chaithra k,

Thank for your interest in choosing Decathlon Sports India Pvt Ltd (DSIPL) for your professional journey. We believe your passion for sport and your values match those of our Company. I would like to socialise you with few elements that are part of your employment with DSIPL

- Your payroll records are automatically updated and you can view them on Hu-Mine (humine.decathlon.in) a self service portal
- You are covered under our social security benefits (attached for your quick reference).
- Your Insurance nomination which has been updated in Humine will be covered under Group Medical Insurance Policy and you will receive a welcome email from Medi Assist with login credentials within 60 days from the date of your joining to download your E-cards under Group Medi Claim Policy (enclosed Detailed Insurance Benefit Doc).
- You will require to fill up Form 2, Form 11 & Form F (attached) and send it to the payroll team within 10 days from the date of your joining at Decathlon Sports India Pvt Ltd, Decathlon Anubhava, Survey No 78/10 A2 0-Chikkajala Village Bellary Road, Bangalore Karnataka India 562157 which is mandatory document under Provident Fund & Gratuity Act.

Notes:-

-Your Humine account will be active only when your official email id is updated in Humine Tool.

- First Time UAN creation / first time employment :

Your PF UAN number will be created only if you have submitted the correct Aadhaar to your manager at the time onboarding. The Front and Back copy of Aadhaar should be uploaded on the Humine Tool. (Correct Aadhaar means : Name, Date of Birth, Month of Birth , Year of Birth should be mentioned on your Aadhaar) and this is mandated by PF authorities.

I wish you good luck for your Decathlon journey.

Sportingly,

V Santhosh



July 12, 2021.

Dear Haripriya J A,

On behalf of Examroom.AI, (hereinafter referred to as "the Company") I am very pleased to offer you a position of **Proctor/Onboarding Agent** in our organization. Your joining date will be **July 12, 2021**.

On the first day of the employment, please report to:

ExamRoom.AI Corp.

Electronic City,

Bengaluru,

Reporting Time : 5:00 PM

You will be paid a annual salary (CTC) of Rs. **2,50,000/-**. Your salary composition and other details are listed in the Employment Agreement annexed to this letter. Please indicate your acceptance to the Employment Agreement by signing and returning it within seven days from the date of this letter to the following address. Please retain the second copy for your records.

ExamRoom.AI Corp.

Ground Floor, 92/1A Phase,

HP Avenue

Konappana Agrahara, Electronic City,

Bengaluru, Karnataka 560100

India.

I look forward to welcoming you in our organization.

Should you need any further clarifications, please feel free to contact me.

Sincerely,
for, Examroom.AI

Kavitha A M

Kavitha A M
HR Director

Haripriya

BA
Pooja ST

FUTURE LOG TECHNOLOGY PRIVATE LIMITED

CIN: U72900KA2021PTC151617

No 1685/1, 4th Floor, 27th Main Road, HSR Layout, Sector 2,
Bangalore - 560102, Karnataka, India

28/10/2022
LG000211

Dear Pooja,

We are pleased to offer you a position as **Executive, Operations** with Future Log Technology Private Limited (the "Company") from 2/11/2022.

The following terms and conditions are applicable to you:

Contract: Local contract on a permanent basis under Future Log Technology Private Limited.

Job Title: **Executive, Operations**
Your job title may vary based on promotions or job scope changes.

City of Work: Bangalore
Place of work may change as the company grows.

Start Date: **2/11/2022**

CTC: **Rs.315,000/Annum**

Notice Period: Upon confirmation either party shall give 1 month notice.

Other: You will be responsible for any taxation you are liable for in India, or any other country as a result of this employment. Standard confidentiality, non-solicitation and non-competition clauses apply. Applicable law to your employment contract shall be Indian law. Also, any other statutory deductions as per the employment will be borne under the CTC offered as and when it is applicable. Variable component mentioned above is applicable to the eligibility criteria's set forth by the company from time to time. Detailed CTC structure would be part of your employment contract with the company.

We would like to take this opportunity to wish you a long and prosperous career with Future Log Technology Private Limited.

Best Regards,

Authorised Signatory

I acknowledge and accept the above terms and conditions of my employment.

Pooja R

Oct 29, 2022

Date:

www.letsgoody.com



Date: 19th November 2021

Ms. Chandini Thomas
34, Room No. 104,
Thimmaraya Swamy Nilaya
Silicon Town, 4th Cross
Opp ABC Restaurant,
Electronic City Phase 2, Bangalore
Karnataka 560100

Dear Chandini,

Sub: Conditional Offer of Employment

It has been a pleasure interacting with you and we would like to bring this to a positive conclusion. Based on our discussions, we are pleased to offer you the position of **Business Development Manager** based at Bangalore. Please find attached the compensation package as Annexure 1 and list of copies of documents which need to be submitted by you on the date of joining the Company as Annexure 2. Please also carry originals of the documents listed in Annexure-2 for verification purpose.

Unbxid reserves the right to conduct a background check of its employees, and your employment may be conditioned on satisfactory results. Please initiate your Background Check within **2 days** of your offer acceptance. Your background check initiation is complete only when you initiate your BGC online. We shall share with you the Link separately. Please Login and submit all the relevant documents for Background Check. Please note, by logging in and submitting your documents, you consent to use of your personal data including documents so uploaded for the purpose of Background Check. The verification process is normally completed within 2 weeks after Background Check initiation. Verification of your last employment is initiated only post you are released from the employer. Your offer will be subject to a positive clearance of your background check. This offer can be rescinded, and/or your employment terminated, based upon data received in the verification.

Kindly communicate your acceptance of this offer and send us a copy or a scanned copy of your accepted resignation by email. You would be required to join us on or before **1st December 2021** notwithstanding the above, this offer stands valid until **20th November 2021**. Your acceptance of this conditional offer indicates your consent to abide by the Terms and Conditions of this employment.

You will receive your appointment letter on joining the organization post submission of all relevant documents.

Kindly go through this offer and please do not hesitate to reach out to me in case you have any doubts or need any clarification. We look forward to a long and mutually beneficial association.

Regards,

For UNBXD Software Private Limited

Prashant Kumar
CTO & Co-Founder

BBA



**Nityo
Infotech**

Transforming Business Intelligence

Date: 02-11-2022

Name: Nandini M

Employee Number: N4038

Standing Order

Dear Nandini M,

With reference to the various discussions we had for an internship with us we are pleased to extend an offer of internship with following mentioned details:

- Your Date of joining is w.e.f **"02-November-2022"**
- Your job location would be at **"Bengaluru"**.
- You would be designated as **"IT Recruiter Trainee"**.
- Your consolidated stipend per month is **"15,000 INR"**.

Commitment Clause: You have to be associated with our Company at least for 1year from the date of your joining. In case of pre-separation (before 1year) from your end, the Company reserves all rights to recover a sum of Rs. 50,000/- (Rs. Fifty Thousand Only) as the Training & Administration Costs.

Leave and Holidays:

- You would be entitled of 1 paid leave for each full month of service and it will be calculated on a pro rata basis.
- Paid leave will be carried forward to next month's paid leave balance and can be availed by you.
- A maximum of 12 leaves can be accumulated in any calendar year. Un-availed leaves by end of the calendar year will be lapsed and will not be carried forward to next leave cycle.
- Un-availed leave cannot be encashed at the end of your service.
- Based on your assigned work location, Public/festival holidays will be allocated and will be informed at the time of on boarding.

Insurance coverage:

You will be eligible to enroll in the Company's Group Medical Insurance and Personal Accident Insurance Policy. The monthly premium of Rs.154/- as applicable will be deducted from the monthly stipend. Premium Values are negotiated at the time of Policy renewal on yearly basis and same shall reflect in monthly premium deduction from your stipend. Insurance coverage is applicable only to the intern and not to his / her family members. You will be covered under insurance till your last day of internship with the organization.

Background Check:

The Company reserves the right to verify the information furnished by you in your application for internship and through other documents. If it is found that you have misinterpreted any information in your application or have furnished any false information or have concealed / suppressed any relevant material facts, your internship is liable to terminate any time, without any notice or compensation in lieu thereof. You will also not be eligible for any internship completion certificate for your tenure with the Company.

Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2005PTC151051

303/304, 3rd Floor, Eco House, Vishweshwar Nagar, 1st Cross Road, Off Aarey Road, Goregaon (East), Mumbai - 400 063.

☎ + 91 - 7208239444 📠 + 91 - 22 - 4266 1682 🌐 www.nityo.com

Responsibility and Confidentiality:

- In view of your position at office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job requires. In this connection, you are required not to engage in activities that have or will have any adverse impact on the reputation / image and business of Nityo, whether directly or indirectly.
- We at Nityo are committed to ensure "Integrity" in all aspects of functioning. You are expected to comply with the policies of the company including the Information Security policy, Code of Conduct and other policies as they form an integral part of the terms of Internship with Nityo.
- Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced from time to time. As and when this happens, the company will notify you and you will be required to comply with the same.
- During the period of this internship candidate should not draw, accept or endorse any cheque of the company or, in any way, pledge the company's credit except so far as you authorized by the company to do so, either generally or in any particular case.
- You shall not divulge or disclose to third parties any of the trade secrets, know-how, software, literature and other information owned by the Company or its client during the course of your Internship or even after the internship is terminated/ended. To ensure this, you shall execute a Non-disclosure agreement on joining the company. This covenant shall endure during your Internship with the Company and on cessation of Internship with the Company, irrespective of the circumstances of, or the reasons for the cessation.
- You are expected to deal with the Company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed with any time without any previous notice if you are found guilty of gross indiscipline, fraud, misappropriation or acting against the interest of the Company.
- In your work for the Company, you will be expected not to use or disclose any confidential information including trade secrets of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.
- You shall have access to and become familiar with certain Classified information and materials and proprietary information belonging to or licensed by Nityo and/or to its principal (and its subsidiaries) or its suppliers and vendors or its customers including but not limited to the information which is protected under The Health Insurance Portability and Accountability Act of 1996 – USA (HIPAA).

Indemnity:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act / acts by you including breach of any terms of this agreement.

Documentation:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents and declarations as may be deemed necessary by the Company and / or its clients (including privacy and confidentiality agreements).

Code of Conduct:

- During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its client's values and commitments. Please note that you are required to inform us if there are any agreements oral or written which you have entered into and which relates to your commitments under this agreement.
- Your Internship terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this agreement shall continue in full force and effect.
- These internship terms supersede and replace any existing agreement or understanding, if any, between the Company and you relating to the same subject matter.
- You warrant that you are not prevented by a court or by another administrative or judicial order from

Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2005PTC151051

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- providing the services required under this agreement.
- The above rules are subject to modification, amendment and alterations by the management at any time without assigning any reasons. The interpretation of the above rules made by the management shall be final and the same shall be binding on you. You will also be governed by all other instructions/rules/policies of the Company, which are not specifically mentioned here. For clarification, if any, regarding these instructions/rules/policies please get in touch with HR Department.

Unauthorized Absence:

Any absence for three consecutive business days without prior permission will be treated as un-authorized absence from the work. In such case the Company is entitled to terminate your services and / or seek compensation for any loss suffered by the Company or its client due to such an absence.

Company Assets in your possession:

You are expected to take proper care of the Company assets entrusted to you by the Company and or its clients. In the event of your resignation / termination you are obliged to return all the Company / client assets like access / ID Cards, documents, machines, data, files and books etc in your possession in good condition or reimburse the value of the same. You shall also officially handover your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

Cessation of Services and Notice Period:

- Cessation by the Company: The Company may terminate your internship with or without cause under the following conditions:
- With Cause: The Company may immediately and without any notice, terminate your internship with 'Cause'. The term 'Cause' shall, as used in this agreement mean I) Commission of a crime involving moral turpitude, theft, and fraud deceit, II) conduct that has an adverse effect on the Company's reputation, III) substantial or continue unwillingness or inability to perform duties assigned to you. IV) Gross negligence or deliberate misconduct, V) any material breach of terms and conditions specified in this agreement, VI) un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your seniors. VII) Providing any false information to the Company.
- Without Cause: In the event that the Internship is ceased without cause, you will be provided with a 30 calendar days' notice prior to such cessation or paid severance pay in lieu of thereof equivalent to the consolidated compensation package for period of 30 calendar days, calculated on the basis of last gross salary.
- If you wish to leave the internship of the Company, you may do so under the following conditions: You need to share formal resignation email during working hours to Nityo HR Team after formal discussion with your reporting manager. Resignation sent on weekly off/ public holidays, after working hours will be considered with effect from next business day. Resignation will not be considered if you have tendered the same while being on leave. You need to serve **30 days** from the date of resignation.

For Nityo Infotech Services Pvt Ltd

**UPALI
APARAJITA**

Authorized Signatory

Digitally signed by UPALI
APARAJITA
Date: 2022.11.02 18:15:10 +05'30'

Employee Signature

Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2005PTC151051

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Hemashree G

Issue Date:04-11-

2022

Private & Confidential
Offer-Cum-Appointment Letter

Hemashree G,

Hebbagodi, Near thopamma temple ,

Bangalore Karnataka

Dear Hemashree,

Congratulations! We are very excited to have you on board!

We are pleased to make an offer to you for the position of Sales Trainee - Affordable Housing - Affordable Housing at Piramal Finance Sales and Service Private Limited. You shall join the company on or before 10-11-2022. If you do not join on or before the above mentioned date, this Offer Cum Appointment Letter stands withdrawn. Your initial posting will be at Bangalore (HUB), Bengaluru Piramal Finance Sales and Service Private Limited. You shall be governed by the terms and conditions applicable to all employees of the Company.

The details of the Salary and other terms and conditions of your employment are enclosed herewith as following:

Annexure "A" : Salary and Benefits

Annexure "B" : General Terms & Conditions of services for Managerial Personnel.

Annexure "C" : Documents required at the time of joining

All the Annexure mentioned above shall form a part and parcel of this letter. If the terms and conditions enumerated in this letter, including its annexure are acceptable to you, please confirm your acceptance by accepting the offer on the system within 3 days the date of this letter. In case no confirmation is received within the above mentioned period this letter shall be deemed to have been withdrawn.

You are required to treat this Letter and its contents as strictly confidential.

We look forward for a long, successful and pleasant association with the Company.

Piramal Finance Sales and Service Private Limited

CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India

T +912262309400 F +912261513444

Sincerely yours,

For Piramal Finance Sales and Service Private Limited



Pramod Gite

Authorized Signatory

Accepted and Agreed:

Name:

Signature:

Date:

ANNEXURE A
COMPENSATION DETAILS

Employee Name:Hemashree G

Band / Grade:Band G1 /G1

Business Unit: Piramal Finance, Affordable Housing,-

Location:Bangalore (HUB),Bengaluru Piramal Finance Sales and Service Private Limited

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	88000	7333
HRA	24377	2031
Special Allowance	22000	1834
Statutory Bonus	16800	1400
Professional Development	22000	1833
Medical Allowance	22000	1833
Total Gross	195177	16265
Provident Fund	18480	1540
Esic	6343	529

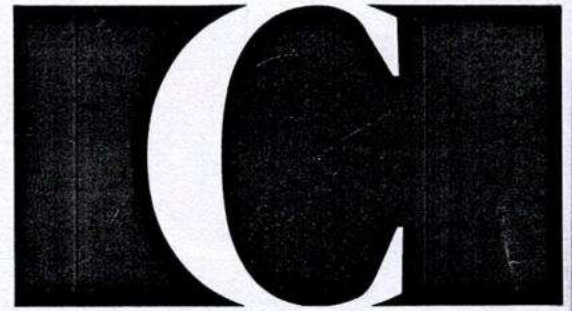
Piramal Finance Sales and Service Private Limited

CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India

T +912262309400 F +912261513444

BBA



Offer Letter of Shravya V

Date: 20-10-2022

Name: Shravya V

Address: AECS Layout, Singaasandra, Bangalore – 560068

Congratulations upon your selection and choosing **Capital Elly** as your career choice. We are pleased to extend an offer to you in our company with effect from as:

Department: Human Resource

Designation: HR Manager

DOJ: 20.10.2022

Grade: NA

Your base location would be at **Capital Elly - Bangalore.**

A new assignment, office, culture and colleagues, await you so that we can achieve the company's vision of building an organization of first choice.

Work life at Capital Elly is all about exciting new challenges and innovation embedded into the fabric of every deliverable for mutual growth. It's needless to mention that fun is an integral part of the work culture. **We invite you to be a part of the journey to make it even a better place!**

Cost to Company:

Your Total fixed Compensation will be **INR 3,00,000/- (Three Lakh Rupees Only)**. This offer shall be valid upon submitting your valid testimonials and related joining formalities.

You shall be governed by the terms and conditions of service during your employment with Capital Elly as per existing HR policies and those that may be amended from time to time.

Company Policies:

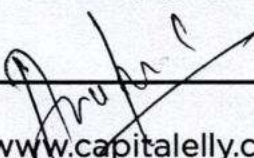
You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the company's leave policy. You will be governed by the attendance policy basis of your role and department of the work, operated time to time. Management reserve rights to amend the policy time to time.

Confidential information:

As an employee, you may come in to possession of information confidential to the company and agree to keep confidential, the company's proprietary and confidential information obtained at any time during period of your employment in the Company. Confidential information includes, and is not limited to; customer contact details, audios, financial documents and other relevant documents. You shall not disclose such confidential information to any person, You shall not make any copies of the confidential information.

Intellectual Property Rights:

All the Intellectual Property Rights in the material developed by you, class material and related documents shall at all times remain the property of Think and Learn. You shall provide all assistance and execute all deeds and documents required to

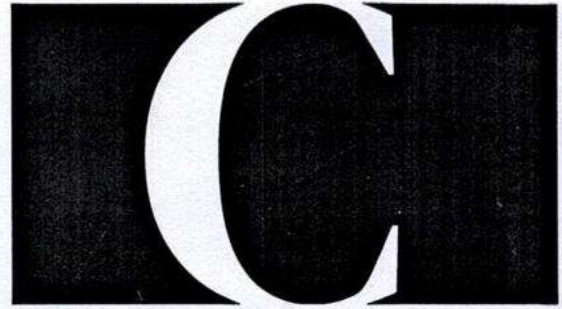

www.capitalelly.com

 No 14, 3rd floor, 12th main,
Hsr layout Sector 7, Bangalore
560102

 info@capitalelly.com



vest the Intellectual Property Rights are not assignable under applicable laws.



General Provisions:

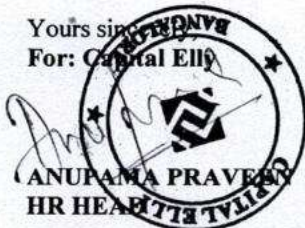
- (A) As an employee in the full-time employment of the company, you are required to devote your entire, time, attention and effort to the furtherance of the business of the company and to continually develop your professional skills in the interest of the company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position or monetary interest, other than that of the company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the company to anyone outside the company.
- (B) You shall endeavour to uphold the good image of the company and shall not by your conduct adversely affect the reputation of the company and bring disrepute to the company in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.
- (C) Your individual remuneration is purely a matter between yourself and the company and has been arrived at on the basis of our specific background and professional merit. The company expects that you maintain this information any further changes to your remuneration, as strictly personal and confidential.
- (D) During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the company shall without prejudice to any of its rights under the stipulations herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the company may have sustained.
- (E) You will be subject to the company's rules and regulations for the time being in force and as carried from time to time.
- (F) The company will deduct taxes as appropriate and consistent with the Indian Tax Regulation. You will be responsible for your tax liabilities under all-applicable tax laws and regulations.
- (G) This letter constitutes the complete understanding between you and the company regarding terms of your employment with the company. The supersedes any and all other agreements, either written or oral, between you and the company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.
- (H) All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such vest exclusively in the courts of Bangalore, Karnataka.

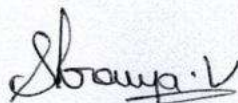
The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the company. You are expected to maintain such information appropriately.

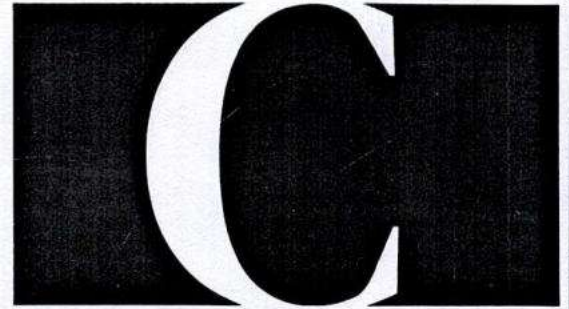
You are requested to signify

your acceptance of the terms and conditions by signing this letter. This employment letter is valid only if you join the company on the said date of joining unless otherwise mutually such information appropriately.

Yours sincerely,
For: Capitalelly




EMPLOYEE ATTESTATION



ANNEXURE - 1

BENEFITS

- Casual cum Sick Leave: 12 days per annum (one per month) applicable only after 6 months.
- If you wish to take a leave, you are expected to inform the management verbally and via mail 3 days prior.
- Uninformed leaves shall lead to 3 days salary deduction

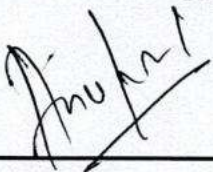
ANNEXURE – 2

Terms and conditions

- Please note that, to protect our intellectual property rights, you being an employee of Capital Elly, should not disclose the confidential details of the company to the outsiders.
- You are expected to keep your salary details private.
- Your incentives are payable on fulfilling the targets provided to you. Your fixed pay shall vary in an event of leaves and minimal targets not achieved.
- "Efficiency Check and Improvement Program", there shall be constant checks on your performance, particularly on customer satisfaction, employee morale, employee engagement and maintaining confidentiality of company's technology / documentation.
- Notice period would be of 30 days, failing to which relieving letter and final settlement would not be provided. 6 months completion is mandate for the relieving letter.
- "No Performance" shall not be entertained and not be paid.
- Breaching Company policies (Do's and Don'ts) may lead to termination.
- You will keep the company informed of any change in residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

We would certainly like you to grow with the organization, fulfilling the clauses of requirements. We would also identify the star performers and reward for the same.

Wishing you a bright journey with the Elly-family!



Date: 02-11-2022

Name: R Deepa

Employee Number: N4034

Standing Order

Dear R Deepa,

With reference to the various discussions we had for an internship with us we are pleased to extend an offer of internship with following mentioned details:

- Your Date of joining is w.e.f "**02-November-2022**"
- Your job location would be at "**Bengaluru**".
- You would be designated as "**IT Recruiter Trainee**".
- Your consolidated stipend per month is "**15,000 INR**".

Commitment Clause: You have to be associated with our Company at least for 1year from the date of your joining. In case of pre-separation (before 1year) from your end, the Company reserves all rights to recover a sum of Rs. 50,000/- (Rs. Fifty Thousand Only) as the Training & Administration Costs.

Leave and Holidays:

- You would be entitled of 1 paid leave for each full month of service and it will be calculated on a pro rata basis.
- Paid leave will be carried forward to next month's paid leave balance and can be availed by you.
- A maximum of 12 leaves can be accumulated in any calendar year. Un-availed leaves by end of the calendar year will be lapsed and will not be carried forward to next leave cycle.
- Un-availed leave cannot be encashed at the end of your service.
- Based on your assigned work location, Public/festival holidays will be allocated and will be informed at the time of on boarding.

Insurance coverage:

You will be eligible to enroll in the Company's Group Medical Insurance and Personal Accident Insurance Policy. The monthly premium of Rs.154/- as applicable will be deducted from the monthly stipend. Premium Values are negotiated at the time of Policy renewal on yearly basis and same shall reflect in monthly premium deduction from your stipend. Insurance coverage is applicable only to the intern and not to his / her family members. You will be covered under insurance till your last day of internship with the organization.

Background Check:

The Company reserves the right to verify the information furnished by you in your application for internship and through other documents. If it is found that you have misinterpreted any information in your application or have furnished any false information or have concealed / suppressed any relevant material facts, your internship is liable to terminate any time, without any notice or compensation in lieu thereof. You will also not be eligible for any internship completion certificate for your tenure with the Company.

Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2005PTC151051

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Responsibility and Confidentiality:

- In view of your position at office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job requires. In this connection, you are required not to engage in activities that have or will have any adverse impact on the reputation / image and business of Nityo, whether directly or indirectly.
- We at Nityo are committed to ensure "Integrity" in all aspects of functioning. You are expected to comply with the policies of the company including the Information Security policy, Code of Conduct and other policies as they form an integral part of the terms of Internship with Nityo.
- Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced from time to time. As and when this happens, the company will notify you and you will be required to comply with the same.
- During the period of this internship candidate should not draw, accept or endorse any cheque of the company or, in any way, pledge the company's credit except so far as you authorized by the company to do so, either generally or in any particular case.
- You shall not divulge or disclose to third parties any of the trade secrets, know-how, software, literature and other information owned by the Company or its client during the course of your Internship or even after the internship is terminated/ended. To ensure this, you shall execute a Non-disclosure agreement on joining the company. This covenant shall endure during your Internship with the Company and on cessation of Internship with the Company, irrespective of the circumstances of, or the reasons for the cessation.
- You are expected to deal with the Company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed with any time without any previous notice if you are found guilty of gross indiscipline, fraud, misappropriation or acting against the interest of the Company.
- In your work for the Company, you will be expected not to use or disclose any confidential information including trade secrets of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.
- You shall have access to and become familiar with certain Classified information and materials and proprietary information belonging to or licensed by Nityo and/or to its principal (and its subsidiaries) or its suppliers and vendors or its customers including but not limited to the information which is protected under The Health Insurance Portability and Accountability Act of 1996 – USA (HIPAA).

Indemnity:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act / acts by you including breach of any terms of this agreement.

Documentation:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents and declarations as may be deemed necessary by the Company and / or its clients (including privacy and confidentiality agreements).

Code of Conduct:

- During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its client's values and commitments. Please note that you are required to inform us if there are any agreements oral or written which you have entered into and which relates to your commitments under this agreement.
- Your Internship terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this agreement shall continue in full force and effect.
- These internship terms supersede and replace any existing agreement or understanding, if any, between the Company and you relating to the same subject matter.
- You warrant that you are not prevented by a court or by another administrative or judicial order from

Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2005PTC151051

303/304, 3rd Floor, Eco House, Vishweshwar Nagar, 1st Cross Road, Off Aarey Road, Goregaon (East), Mumbai – 400 063.

☎ + 91 - 7208239444 📠 + 91 - 22 - 4266 1682 🌐 www.nityo.com



- providing the services required under this agreement.
- The above rules are subject to modification, amendment and alterations by the management at any time without assigning any reasons. The interpretation of the above rules made by the management shall be final and the same shall be binding on you. You will also be governed by all other instructions/rules/policies of the Company, which are not specifically mentioned here. For clarification, if any, regarding these instructions/rules/policies please get in touch with HR Department.

Unauthorized Absence:

Any absence for three consecutive business days without prior permission will be treated as un-authorized absence from the work. In such case the Company is entitled to terminate your services and / or seek compensation for any loss suffered by the Company or its client due to such an absence.

Company Assets in your possession:

You are expected to take proper care of the Company assets entrusted to you by the Company and or its clients. In the event of your resignation / termination you are obliged to return all the Company / client assets like access / ID Cards, documents, machines, data, files and books etc in your possession in good condition or reimburse the value of the same. You shall also officially handover your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

Cessation of Services and Notice Period:

- Cessation by the Company: The Company may terminate your internship with or without cause under the following conditions:
- With Cause: The Company may immediately and without any notice, terminate your internship with 'Cause'. The term 'Cause' shall, as used in this agreement mean I) Commission of a crime involving moral turpitude, theft, and fraud deceit, II) conduct that has an adverse effect on the Company's reputation, III) substantial or continue unwillingness or inability to perform duties assigned to you. IV) Gross negligence or deliberate misconduct, V) any material breach of terms and conditions specified in this agreement, VI) un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your seniors. VII) Providing any false information to the Company.
- Without Cause: In the event that the Internship is ceased without cause, you will be provided with a 30 calendar days' notice prior to such cessation or paid severance pay in lieu of thereof equivalent to the consolidated compensation package for period of 30 calendar days, calculated on the basis of last gross salary.
- If you wish to leave the internship of the Company, you may do so under the following conditions: You need to share formal resignation email during working hours to Nityo HR Team after formal discussion with your reporting manager. Resignation sent on weekly off/ public holidays, after working hours will be considered with effect from next business day. Resignation will not be considered if you have tendered the same while being on leave. You need to serve **30 days** from the date of resignation.

For Nityo Infotech Services Pvt Ltd

UPALI

APARAJITA

Authorized Signatory

Digitally signed by
UPALI APARAJITA
Date: 2022.11.02
18:10:11 +05'30'

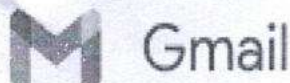
Employee Signature

Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2005PTC151051

303/304, 3rd Floor, Eco House, Vishweshwar Nagar, 1st Cross Road, Off Aarey Road, Goregaon (East), Mumbai – 400 063.

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Placement Cell <placement@sfscollege.in>

Joining Confirmation from Big Faction

1 message

HR Big Faction <hr@bigfaction.com>

Thu, Jul 14, 2022 at 1:32 PM

To: sumaiyabarkath15@gmail.com

Cc: Placement Cell <placement@sfscollege.in>

Hi Sumaiya Banu B,
Contact - 9741672909

Greetings from **Big Faction** Consultancy Private Limited !!!!

Joining Confirmation

Location: BANGALORE

Annexure:

Company refers to Big Faction Consultancy Private Limited.
Trainee / Employee refers to Person receiving and replying to mail.

To maintain confidentiality of the Company and trainee relation, the information present in this mail should be considered as **private** and **confidential** (Verbal or Electronic Medium). It should not be transferred to anyone/employee rather than the person receiving the mail. **Consequences**, if found guilty, will be immediate release of the person and legal action might be taken by the company.

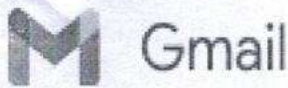
1. After careful consideration, we are pleased to announce that we have decided to offer you the position of **Unpaid (7 Days)** for the Company.

2. After successfully completing the unpaid training of 7 days, **you might be asked to continue or discontinue** according to your performance in unpaid-training of 7 days.

3.

Salary Break Up	Monthly	Yearly
Total CTC all inclusive	16,000	192,000
Total CTC Excluding ESIC and PF	14,645	175,744
Particulars	Monthly	Yearly
Basic Salary	7,323	87,872
House Rent Allowance	2,929	35,149
Special Allowance	4,394	52,723
Total CTC before employer contribution to ESIC and PF	14,645	175,744
Company's Contribution to ESIC	476	5,712
Company's Contribution to PF	879	10,545
Total	16,000	192,000

In hand salary computation for employees	Amount (in INR)
Monthly Salary	14,645
Less: Professional Tax	0
Less: Employee's share of ESI	110



Placement Cell <placement@sfscollege.in>

Joining Confirmation from Big Faction

1 message

HR Big Faction <hr@bigfaction.com>

Thu, Jul 14, 2022 at 1:36 PM

To: sunandak9851@gmail.com

Cc: Placement Cell <placement@sfscollege.in>

Hi Sunanda Karjee,
Contact - 9382653354

Greetings from **Big Faction Consultancy Private Limited !!!!**

Joining Confirmation

Location: BANGALORE

Annexure:

Company refers to Big Faction Consultancy Private Limited.
Trainee / Employee refers to Person receiving and replying to mail.

To maintain confidentiality of the Company and trainee relation, the information present in this mail should be considered as **private** and **confidential** (Verbal or Electronic Medium). It should not be transferred to anyone/employee rather than the person receiving the mail. **Consequences**, if found guilty, will be immediate release of the person and legal action might be taken by the company.

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Monthly Salary	14,645
Less: Professional Tax	0
Less: Employee's share of ESI	110



Appointment Letter
(Private and Confidential)

Date: 05-08-2021

Dear KISHORE KUMAR G

We, Supr Infotech Solutions Pvt. Ltd. (Supr Daily), a company incorporated in accordance with the Companies Act, 1956 and having its registered office at 81-006, Lower Ground Floor, Boomerang Building, Chandivali Farm Road, Powai, Mumbai-400072 ("Company") are pleased to offer you employment subject to the following terms and conditions:

Appointment: Upon acceptance of the terms hereof, you are appointed for position of **Supervisor Operations** timings **(4AM to 8AM)** and your effective date of employment would be 10-08-2021. Your initial place of posting would be Bengaluru. However, the company might require your services or transfer you anywhere in India or abroad.

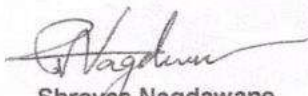
Compensation: Your annual compensation will be **84000/- (Rupees Eighty four Thousand Rupees Only)** CTC. Break-up of salary is attached in Annexure A. During the term of your employment, you will be eligible for reimbursement of any pre-approved expenses, as per the then prevailing policies and rules of the Company upon presentation of documentation, expense statements, vouchers, and such other supporting information. All such payments shall be subject to withholding all applicable taxes which will be borne by you.

Offer Letter: This letter of offer, read with the documents referred to herein, shall be the sole document governing our relationship and supersedes all other letters of offer previously issued and/or all other agreements, memoranda, documents and discussions. Our relationship will be governed only by the terms hereof.

Terms & Conditions: The terms and conditions set out herein shall be deemed to be severable and, in the event of any of the terms and conditions being held by a court of competent Jurisdiction to be invalid or unenforceable, the remaining terms and conditions shall nevertheless continue to be fully valid, binding and enforceable. The provisions hereof shall be governed by and construed in accordance with the laws of India and the courts at Bangalore shall have the exclusive jurisdiction to settle any claim or matter arising here under.

For Supr Infotech Solutions Pvt. Ltd.

Agreed, Understood and Accepted by


Shreyas Nagdawane
Founder


Employee Acknowledge Signature

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into on this 14-Jul-2022 day of [2022], 2022 ("Effective Date"):

BY AND BETWEEN:

WEAVINGS MANPOWER SOLUTIONS PVT LTD having its registered office at **KARPUR GATE, ANEAKL, BANGALORE, KARNATAKA** (hereinafter referred to as the "**Employer**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors-in-interest and assigns), of the **ONE PART**;

AND

PAVANKALYAN MALLESH MALLESH PAVANKALYAN MALLESH aged about 08-Nov-2000 years, currently residing at **DOOR NO 1** (hereinafter referred to as "**Employee**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include his/her successors, legal heirs and permitted assigns), of the **OTHER PART**.

The Employer and the Employee are hereinafter referred to individually as a "**Party**" and collectively as the "**Parties**".

WHEREAS, not being desirous of undertaking full time employment on a daily basis with any single employer; with a requirement of flexible working hours to cater to the Employee's personal needs and to use the same to augment additional / supplemental income; and to secure gainful yet flexible timing of work, the Employee has approached the Employer to provide him with employment offering flexible day and time of work suiting the Employee's needs;

WHEREAS, the Employer being desirous of engaging the services of the Employee on an "as per need" basis for the Employer's own requirement or that of any person / entity with whom the Employer contracts to provide contract labour, and without the obligation of providing any minimum guarantee of working hours on a daily, weekly or monthly basis, or any daily, weekly or monthly income, has offered such employment to the Employee as per the terms and conditions set out in this Agreement; and

WHEREAS, upon a clear understanding of the nature of employment, work and remuneration that may be provided by the Employer to the Employee, the Employee has agreed to accept such offer of employment, on the terms and conditions set forth in this Agreement.

NOW THEREFORE, in consideration of the mutual promises, covenants, understandings and conditions hereinafter set forth and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

SCOPE OF WORK

The Employee's employment with the Employer shall commence on, and, unless otherwise terminated in accordance with the terms contained in this Agreement, shall expire on, the dates specified in **Schedule A** hereto.

For the performance of his / her duties during the course of employment, the Employee will be deployed to the office / site of the Employer's choosing, and such location shall be the "**Primary Work Location**" of the Employee. Such location may be that of the Employer or a principal employer.

The Employee shall be required to undergo training at such location as may be designated by the Employer. On the basis of the Employee's performance at, and successful completion of, the said training, the Employee shall be assigned the scope of work and duties that he/she would be required to perform during the course of the his/her employment. The Employee will perform the work, duties, and responsibilities assigned to the Employee in accordance with the directions communicated to the Employee from time to time.

The Employee shall abide by and strictly comply with the terms and conditions, and code of conduct, applicable at the Primary Work Location, and communicated to the Employee from time to time by the Employer or the principal employer.

The Employee will be required to work at the Primary Work Location in shifts of 4 (four) to 10 (ten) hours-durations each, or a single shift exceeding 10 (ten) hour-duration in a day (with applicable break), as may be offered to the Employee. The information relating to the availability of the type and number of shifts offered by the Employer which the Employee may choose to opt in a particular week will be available to the Employee in advance. The Employee shall be at liberty to choose the shift when he/she wishes to work, subject to the same being offered and available. The Employee understands that the Employer does not guarantee minimum number of work hours or shifts to the Employee at any point of time. The maximum number of hours of work performed by the Employee shall not exceed 48 hours per week. However, the Employer may increase such maximum number of work hours per week. At any event, the Employee shall at all times ensure that the Employee shall not violate the applicable laws relating to overtime, spread-over and break. Further, the Employee shall not work more than 6 (six) consecutive days per English calendar week.

If the Employee books a shift but fails to report at the Primary Work Location in time for the relevant shift, the same shall be treated as absence and a leave without pay availed by the Employee.

During the hours of work performed for the Employer, the Employee shall devote his / her entire time, energy and attention to the work assigned to the Employee. Subject to the above, the Employee shall be at liberty to seek gainful employment elsewhere, provided that the nature of work performed during such employment is not in direct or indirect competition with the work performed by the Employee for the Employer, unless prior written approval for the same has been sought from the Employer.

During the course of employment, the Employer may require the Employee to undergo and complete training programs from time to time.

REMUNERATION AND LEAVE POLICY

The remuneration and benefits, statutory or otherwise, that may be payable in relation to the services rendered by the Employee, as well as the manner in which the same shall be paid, are as set forth in **Schedule A** hereto, which may be amended by the Employer from time to time.

The remuneration paid to the Employee by the Employer for the services rendered to the Employer shall be subject to withholding of taxes as per applicable laws. The Employee shall be liable for any income tax and all other applicable taxes arising out of such payments and benefits.

The Employee shall be entitled to benefits in accordance with terms and conditions contained in **Schedule A** hereto.

CONFIDENTIALITY

The Employee acknowledges that during the course of his/her employment with the Employer, he/she will have access to and/or will possess trade secrets and other confidential information of the Employer and / or principal employer (as defined under the "Contract Labour (Regulation and Abolition) Act, 1970), as well as that of their suppliers and customers, including, but not limited to, the Employer's / principal employer's business plans, technological and strategic initiatives, marketing programs, details of suppliers and customers, pricing and credit techniques, information concerning dealings, transactions or affairs of the Employer / principal employer, private processes, and books and records ("**Confidential Information**"). To protect the Confidential Information and the goodwill of the Employer / principal employer, the Employee undertakes to the Employer that he/she shall not, without the express written permission of the Employer or principal employer, as the case may be, use or disclose (either personally or through an agent or otherwise, directly or indirectly) or allow to be used or disclosed any such Confidential Information.

In furtherance of Clause 3.1 above, all memoranda, notes, records or other documents, made or compiled by the Employee or made available to him/her during the course of his/her employment, which contain Confidential Information, if in the possession or under the Employee's control, shall be (i) delivered to the Employer / principal employer, or (ii) destroyed by the Employee on the Employer's/ principal employer's instructions, upon termination of his/her employment.

TERMINATION OF EMPLOYMENT

The Employee's employment hereunder shall terminate upon the expiry of the term of this Agreement, or in accordance with the terms contained hereinbelow, whichever is earlier.

Either Party may terminate this Agreement by giving prior written notice of at least 30 (thirty) days to the other Party.

Notwithstanding the above, the Employer may immediately terminate the employment of the Employee, without providing any prior notice, in the following circumstances:

Where the Employee has been charge-sheeted for any offence involving moral turpitude or fraud ("charge-sheeted" under this Agreement means the filing of a charge-sheet by jurisdictional police or

framing of charges by a court of competent jurisdiction, whichever is earlier, and shall not include a mere allegation, complaint or the filing of a first information report);

Where the Employee is involved in an act of gross negligence or proven misconduct, as reasonably determined by the Employer / principal employer, in connection with the performance of the Employee's duties under this Agreement;

Where the Employee commits breach of any of the terms of this Agreement or of the Employer's / principal employer's policies and other documents or directions, as reasonably determined by the Employer or principal employer, as the case may be;

Where the Employee does not perform any work for a continuous period of 30 days.

Where it is found that the any part of the personal information provided by the Employee at the time of joining employment with the Employer is incorrect, false, incomplete and/or fabricated; and

Where the Employee fails to successfully complete the training assigned to him/her by the Employer.

Where the law requires that an enquiry proceeding be conducted for terminating the employment, such enquiry shall be conducted by the Employer.

This Agreement shall automatically terminate immediately in the event of the death of the Employee during the term of the employment, without further obligations.

Upon termination of the Employee's employment for any reason whatsoever, and that the Employee shall immediately cease to use any property of the Employer and/or principal employer that continues to remain in the Employee's possession at the time of such termination and the Employee shall further forthwith return such property to the Employer or principal employer, as the case may be.

REPRESENTATIONS AND WARRANTIES

The Employee hereby represents, warrants, and confirms that:

he/she understands and agrees that under the terms of this Agreement, the Employer neither guarantees any minimum number of hours of work to the Employee, nor the availability of shifts on any contiguous days;

he/she has executed and delivered this Agreement as his / her free and voluntary act, after having determined that the provisions contained herein are of benefit to him/her, and that the duties and obligations imposed on him/her hereunder are fair and reasonable;

the nature of work and employment provided by the Employer caters to the specific requirements of the Employee for flexible schedule of work hours;

he/she has read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and

the execution of this Agreement by him/her and performance of his/her obligations, responsibilities and duties hereunder shall not result in the breach of any of his/her obligations, covenants or

undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other person.

MISCELLANEOUS

This Agreement, as well as the Schedules A hereto, shall constitute the entire agreement between the Parties relating to the subject matter hereof and supersedes in their entirety all other written or oral agreements between the Parties.

If any one or more of the provisions of this Agreement is declared invalid, illegal, or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not, in any way, be affected or impaired thereby. There shall be substituted for any such provision held invalid, illegal or unenforceable, a provision of similar import, reflecting the original intent of the Parties to the extent permissible under law.

The provisions of Clause 3 (Confidentiality), Clause 5 (Representations and Warranties) and this Clause 6 (Miscellaneous) of this Agreement shall survive the termination of the Employee's employment with the Employer for any reason.

Save and except as otherwise provided in this Agreement, the waiver of any default or breach under this Agreement by any Party shall not constitute a waiver of the right to terminate this Agreement or otherwise exercise rights or remedies for any subsequent default of a similar nature or under any other terms and conditions of this Agreement.

No variation of this Agreement shall be binding on any Party, unless such variation is in writing and signed by each Party.

This Agreement shall be construed with, and be governed by, the laws of India without giving effect to the principles of conflicts of laws. The courts at the city where the Primary work Location is situated shall alone have exclusive jurisdiction over all matters arising out of, in relation to, or pursuant to, this Agreement.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the date first above written.

For Weavings Manpower Solutions Pvt.Ltd. <u>Nibita</u> Through its authorized signatory <u>Chetan</u> Name: _____	Employee: <u>Pavan Kalyan. M</u> Name: _____
--	---

SCHEDULE A

Details of duration of employment, remuneration and leave policy

14-Jul-2022

Start Date of Contract

End Date of Contract

: **Three Month Contract**

14-Oct-2022

Basic Salary

: Rs.83/- per hour. The Basic wage will not be payable during days of absence and leave without pay.

Night Shift Allowance

: Rs.115/- will be paid as Night Shift Allowance for the shift physically presented in Night Shift.

Transport Allowance

: Rs.65/- will be paid as Transport Allowance for the shift physically attended

Where law prescribes a different minimum wage given the nature of the industry where the Employee would be deployed, the minimum wage as applicable to that industry will be paid to the Employee on a pro-rated basis for the number of hours worked.

Shift Timings

: As provided under Clause 1.5 of the Agreement

Bonus/ PF/ ESIC

: As per Government Norms.

Salary Payout

: Net Salary (Take home salary) for the shift worked will be paid next day by 6 PM

Monthly Salary payout date would be on or before 7th of every month of the following month.

Other Compensations details:

Your salary will be paid through electronic transfer mode in the salary designated bank for which you have to provide relevant information at the time of joining

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112490361

mtmares

Bangalore

LETTER OF CONTRACT EXTENSION

Dear Maresh M,

Further to the appointment letter dated **April 24, 2022**, we are pleased to extend your fixed term contract of employment on the following terms and conditions:

1. Your extended contract of employment will start from **April 24, 2022 to March 20, 2023** ("Term") as **Prime Now FC Associate- Flex**. You acknowledge that the Contract has been extended because of a current and running project of **AASAANJOBS PVT LTD**. Notwithstanding the Term of the extension, in the event of the project/work for which the contract has been extended comes to an end for any reason whatsoever, this Contract shall automatically terminate. In other words, this extension is co-terminus with the current project/work of **AASAANJOBS PVT LTD**.
2. Notwithstanding anything contained hereinabove, this extension letter may be further extended for such Term and on such conditions as may be mutually agreed between us.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the management to any of site pertaining or incidental to the client's business.
4. Both the parties have the right to terminate the contract by giving the other party a prior notice of **4 days** or an amount to wages for said notice period. In the event of the employee terminating the contract without and amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. For contract duration more than 45 days: The employment agreement shall be deemed to be terminated by You in case of continuous absenteeism for 3 or more days or absenteeism for 5 or days on 3 or more different occasions without intimation in any two consecutive months. In such an event, **AASAANJOBS PVT LTD**, shall be at liberty to seek damages or such other amount as may become payable under the employment agreement. The employment agreement shall be automatically terminated by You in case of continuous of intermittent absenteeism for 3 or more days without intimation during your contract duration. In such an event, **AASAANJOBS PVT LTD**, shall be liberty to seek damages or such other amount as may become payable under the employment agreement.

5. In the event of conflict between the terms of Fixed Term Contract and this Extension Letter, the terms of this Extension Letter shall prevail.

6. It is agreed upon by both the parties that, the second party shall not be entitled to be paid wages for the period of absence from work without a prior approval of leave

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For AASAANJOBS PVT LTD



I hereby accept the above-mentioned terms and conditions.

Name:

Signature:

Place:

Date:

22nd November 2022

B.COM

To,

Mr. Rahul R Nath

S/o Raveendranath T,

#456, GPR Grand Layout, Chandapura,

Anekal, Karnataka.

APPOINTMENT AGREEMENT TO A TRAINEE

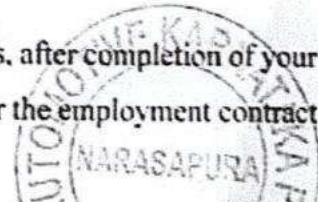
We welcome you to M/S Aisin Automotive Karnataka Private Limited (hereafter the "Company") to join us as "Graduate Trainee" at our factory located at Plot no 106(P), 107, 108(P), KIADB Industrial Area, Achhatahalli Village, Narsapura, Kolar Taluk & Distt, Karnataka. with effect from 21st November 2022 (Monday). Your employment shall be effective from and be subject to the following terms and conditions:

1. Stipend

- 1.1 The Company shall pay you an stipend of INR Rs. 2,28,744/- (Two Lakh Twenty-Eight Thousand Seven Hundred and Forty-Four Only) Annum CTC. The stipend shall be payable on monthly basis of each calendar month before 5th day of the succeeding calendar month. The allowances and benefits (applicable) shall be payable as detailed in Annexure 'I' hereto.
- 1.2 The aforementioned shall be subject to such statutory deduction or withholding taxes as may be required under the Indian laws. The payment so made after all such deduction shall be deemed to be the full and complete payment of the stipend as aforesaid.

2. Training Period & Probation

- 2.1 You will be under training for a period of Two (2) years from the date of your joining. The training will be automatically terminated on completion of Two (2) years from the date of training started. The Training period can be reduced or extended or terminated on your performance & requirement of the position in the Company, which at the discretion of the management.
- 2.2 On your performance or position requirement at Company / Business, after completion of your training period, the management can offer the suitable position under the employment contract on the basis of business requirement.



Employment Contract Letter - PART TIME (TEMPORARY)**Name:** Durgavathi**Date:** May 15, 2022**Father Name:** Govindan**Address:****Letter Date Ref:** May 15, 2022**Employee Id:** 112561189**Employee Code:** durgavag

In pursuance of your application and subsequent interview with us, basis your availability and other engagements, thereby seeking this part time employment in our organization, we have decided to appoint you as Associate(Part Time).

The conditions of your appointment will be as follows:

- 1) Be it clearly understood that the assignment / work offered to you has arisen due to temporary increase of work which is part and parcel of our contract with our Clients and this Part time employment of four working hours a day has been granted on your request.
- 2) You would be liable to work at any of our client's location as per the requirement. In case you are deputed at a client location, you will be required to perform work / duties as required under the Work Order / MSA signed between AASAANJOBS PVT LTD and our client. You may also note that your services are liable to be transferred without any additional benefit or facilities, to another branch, post or place or to any office, associates or sister concern or subsidiary of any of the present or future clients of AASAANJOBS PVT LTD, at any place in India, whether in existence or which may come up in future at any time at the sole discretion of the AASAANJOBS PVT LTD.
- 3) Your period of Employment contract is from **May 15, 2022** till **June 14, 2022**. Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment.
- 4) Your fixed-term contractual engagement will automatically come to an end after the completion of the aforementioned period. The renewal/extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both the parties to this contract.

Employee Signature :



- 5) Both the parties have the right to terminate the contract by giving the other party a prior notice of 7 days or an amount equal to wages for the said notice period. In the event of the employee terminating the contract without serving the said notice period the management has the right to withhold an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. The employment agreement shall be automatically terminated by You in case of continuous or intermittent absenteeism for 3 or more days without intimation during your contract duration. In such an event, **AASAANJOBS PVT LTD**, shall be at liberty to seek damages or such other amount as may become payable under the employment agreement.
- 6) You shall not at any point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever either against us or any of our clients.
- 7) You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through posting of schedules.
- 8) You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your Supervisor.
- 9) You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by leave policy of **AASAANJOBS PVT LTD**.
- 10) If any declaration given or furnished by you to the **AASAANJOBS PVT LTD** proves to be false or if you have willfully suppressed any material information, in such a case you will liable for strict action including to removal from service without notice.
- 11) In day to day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow service conditions of **AASAANJOBS PVT LTD**. Such supervisor shall exercise control over your working including initiation of disciplinary proceedings against you.
- 12) You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **AASAANJOBS PVT LTD**; The agency will be solely responsible for the all statutory payments and you will have no right to claim the same from the Clients of **AASAANJOBS PVT LTD**.
- 13) During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such condition, all other terms of contract will remain unchanged including compensation and benefits.
- 14) You will not, at any time without the written consent of the authorized person of **AASAANJOBS PVT LTD**, disclose or divulge or make public except on legal obligations, any information about the **AASAANJOBS PVT LTD** and its Clients business affairs or secrets which has become known in the course of discharging obligations under this contract or otherwise to any other person or institution.

Employee Signature :



15) In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, **AASAANJOBS PVT LTD** will have a right to take a strict action against you including termination of service without any notice period or pay in lieu thereof.

16) In case of default or negligence has been proved on your part resulting in loss or cease of operation to **AASAANJOBS PVT LTD** or to our client, under the circumstances of **AASAANJOBS PVT LTD** is authorized to recover or deduct from your salary an equivalent amount (or part of it) for any such instances occurred, as permissible under statutory provisions.

17) Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;

1. Fully perform the services, in a professional manner, at work site in your employment tenure. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at client location with utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times
2. Not engage in any conduct detrimental to the interests of the **AASAANJOBS PVT LTD** or our clients;
3. Comply with the applicable Policies (such as safety, health, environment policy), Code of conduct and Rules & Regulations of **AASAANJOBS PVT LTD** at all times during the course of your employment contract.

18) Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the **AASAANJOBS PVT LTD**.

19) Upon lapse or termination of the employment, your employment with **AASAANJOBS PVT LTD** shall stand terminated forthwith.

20) Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and **AASAANJOBS PVT LTD** will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after termination/ expiry of this Letter.

21) You agree that you are responsible for any losses towards assets and packages handed over to you as a part of the assignment and will be liable to pay the loss amount either directly or through salary deductions.

22) You agree that you have been informed of the recipients of your personal data (including any sensitive personal information) as well as your access and modification rights related to your personal data held by the agency and any agents acting on its behalf. You further agree that the information about you may be transferred outside of the country in which it was collected, to countries that may have different laws protecting personally identifiable data, with an adequate level of data protection in compliance with the provisions of the applicable laws.

Employee Signature :



23) You agree to co-operate with any security measures such as random screening and searches of personal belongings.

24) In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the **AASAANJOBS PVT LTD** and you are required to read them in conjunction

25) You agree to defend, indemnify and hold **AASAANJOBS PVT LTD** harmless from any and all claims, damages, liability, attorneys' fees and expenses on account of your failure to satisfy any of your obligations under this Letter or for misconduct, violation of any law or creation of any legal liability by you or any information pertaining to the background of unlawful act on your part which has been suppressed by you while obtaining this job.

26) In addition to the terms contained herein, your relationship with **AASAANJOBS PVT LTD** may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by **AASAANJOBS PVT LTD**. You shall at no point of time make any claim or right to claim employment, damage, loss or compensation of any nature what so ever against any of our clients.

27) We take this opportunity to wish you the very best in your tenure with **AASAANJOBS PVT LTD**.

28) If the above terms & conditions are acceptable to you, please sign the duplicate copy of this contract in token of your acceptance.

I have read this letter in full & understand it fully. By signing this letter of contract, I accept all aforementioned terms & conditions of the contract of employment offered by << Agency Name>>. **AASAANJOBS PVT LTD**

For **AASAANJOBS PVT LTD**,

Authorized Signatory

Name:

Date:

Signature:

Employee Signature :



Annexure - A

Gross Salary		Deductions	
Basic + DA	Rs.10105.00	PF Employer	Rs.1213.00
HRA	Rs.0.00	ESIC Employer	Rs.76.00
LTA	Rs.0.00	Professional Tax	Rs.0.00
Fixed OT	Rs.0.00	LWF	Rs.0.50
Total Gross Salary (A)	Rs.10105.00		
		Gross Deductions (B)	Rs.1289.00
Company Contributions			
PF	Rs.0.00		
ESIC	Rs.0.00		
PF ADMIN	Rs.0.00		
LWF	Rs.0.00		
Total (C)	Rs.0.00		
Net Salary D = (A - B)	Rs.8816.00	Cost to Company (A + C)	Rs.10105.00

Night Shift Allowance : Rs.115/- will be paid as Night Shift Allowance for the shift physically presented in Night Shift.

Employee Signature :



Annexure B**Service Provider Personnel Nondisclosure Agreement**

This Nondisclosure Agreement (this "Agreement"), effective as of **May 15, 2022**, entered into by, ("Service Provider Personnel"), an employee of **AASAANJOBS PVT LTD** ("Service Provider"), for the benefit of clients of **AASAANJOBS PVT LTD** (and the Clients and the Service Provider Personnel are referred to individually as a "Party" and collectively as the "Parties").

The Parties recognize that in connection with Service Provider Personnel's assignment by Service Provider to provide products or services to its clients, certain information including Confidential Information (as defined hereinafter) would be passed on/ disclosed to the Service Provider Personnel by the clients with respect to its operations and businesses. The Service Provider Personnel are now agreeing to the terms and conditions on which the Service Provider Personnel shall be provided the Confidential Information. In consideration of the clients agreeing to disclose Confidential Information to the Service Provider Personnel, the Service Provider Personnel agrees and undertakes to abide by the terms of this Agreement as set out below:

1. Confidential Information.

As used in this Agreement, "Confidential Information" means all nonpublic information disclosed by or relating to Client/s and any entity in which Client/s or its group companies have directly or indirectly, certain economic interest (an "Affiliate") that is designated as confidential or that, given the nature of the information or the circumstances surrounding its disclosure, reasonably should be considered as confidential. Confidential Information includes, without limitation (i) all nonpublic information relating to the clients or any of it's Affiliate's technology, customers, business plans, promotional and marketing activities, finances and other business affairs, and (ii) all third-party information that the client or any of it's Affiliate is obligated to keep confidential. Confidential Information may be contained in tangible materials, such as drawings, data, specifications, reports, compilations, summaries, abstracts, modifications, translations, enhancements, adaptations and computer programs, or may be in the nature of unwritten knowledge.

2. Exclusions.

Confidential Information does not include any information that (i) is or becomes publicly available without breach of this Agreement, (ii) can be shown by documentation to have been known to Service Provider Personnel at the time of his/her receipt of such information from the client, (iii) is received from a third party having the legal right to disclose Confidential Information and who did not acquire or disclose such information by a wrongful or tortious act, or (iv) can be shown by documentation to have been independently developed by Service Provider Personnel outside the scope of the relationship with the client, without reference to any Confidential Information.

Employee Signature :



3. Use of Confidential Information.

Service Provider Personnel may use Confidential Information solely in connection with and only in pursuance of his/her business relationship with the client. Except as expressly provided in this Agreement, Service Provider Personnel will not disclose Confidential Information to any person or entity for any purpose whatsoever without the client's prior written consent. Service Provider Personnel will take all reasonable measures to avoid disclosure, dissemination or unauthorized use of Confidential Information, including, at a minimum, the same degree of care, secrecy and security measures he/she takes to protect his/her own confidential information of a similar nature. Service Provider Personnel will segregate Confidential Information from the confidential materials of third parties to prevent commingling.

4. Disclosures to Governmental Entities.

Service Provider Personnel may disclose Confidential Information as required to comply with binding orders of governmental entities that have jurisdiction over it, provided that Service Provider Personnel (i) gives the client prior written notice sufficient to allow the client or any of its Affiliate to seek a protective order or other appropriate remedy, (ii) discloses only such information as is required by the governmental entity, and (iii) uses commercially reasonable efforts and lawful means to obtain confidential treatment for any Confidential Information so disclosed and minimize the extent of such disclosure.

5. Ownership of Confidential Information.

All Confidential Information and patents, copyrights, trade secrets, trademarks or service marks or logos (whether registered or not, with or without goodwill) and other intellectual property rights, title or interests therein (collectively referred to as "Intellectual Property Rights") will remain the exclusive property of the client or its Affiliate, as may be applicable. Disclosure of Confidential Information under this Agreement by client's or its Affiliate will not constitute an express or implied grant to Service Provider Personnel of any rights to or under the client's or its Affiliate's Intellectual Property Rights.

6. Notice of Unauthorized Use.

Service Provider Personnel will notify the client immediately upon discovery of any suspected unauthorized use, copying or disclosure of Confidential Information or any other breach of this Agreement. Service Provider Personnel will cooperate with the client or its Affiliates in every reasonable way to help the client or its Affiliate regain possession of such Confidential Information and prevent its further unauthorized use or disclosure.

7. Return / Destroy or Discontinue Use of Confidential Information.

Service Provider Personnel will return, deliver, remove or destroy all tangible materials embodying Confidential Information (in any form and including, without limitation, all summaries, copies and excerpts of Confidential Information) promptly following the client's written request regardless of how the Confidential Information is embodied at the date of request. The Client may at any time, at its sole discretion, require the Service Provider Personnel to discontinue the usage of any or all Confidential Information and at the client's option, Service Provider Personnel will provide written certification of his/her compliance with this Section.

Employee Signature :



8. Injunctive Relief.

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel therefore agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

9. Scope; Termination.

This Agreement is intended to cover Confidential Information received by Service Provider Personnel both prior and subsequent to the date hereof. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10. Indemnity

The Service Provider Personnel acknowledges that a breach of this Agreement by the Service Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost or expense (including, without limitation, reasonable attorneys fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement

11. Miscellaneous.

This Agreement will not create a joint venture, partnership or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her or its other obligations and duties to the other Party, whether express, implied, in fact or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

Any failure by the client or any of its Affiliates to enforce Service Provider Personnel's strict performance of any provision of this Agreement will not constitute a waiver of the client or its Affiliate's right to subsequently enforce such provision or any other provision of this Agreement.

Employee Signature :



If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996 and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties. The venue of arbitration shall be Bangalore. This Section shall survive the termination or expiry of this Agreement.

Notices. All notices hereunder will be given in writing, will refer to this Agreement and will be personally delivered or sent by overnight courier, receipted facsimile transmission or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures at the end this Agreement. Any Party may from time to time change such address by giving the other Party notice of such change in accordance with this Section 11.6. Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10 and 11 shall survive the termination or expiry of this Agreement.

Accepted

Signature

Full Name: **Durgavathi**

Address: _____;

Phone No:

Employee Signature :



B.com

Employment Contract

Emp ID: DP8315

To,

Date: 19-04-2022

BALARAMAN E,

No 27, 2nd Main Rd, Krishna Layout, Devarachikkanahalli,
Bangalore
Karnataka
India.

Dear **BALARAMAN E,**

Thank for your interest in choosing Decathlon Sports India Pvt Ltd (DSIPL). As we believe your passion for sport and your values match those of our Company, we, at DSIPL, are pleased to appoint you as a **Decathlon Permanent Employee** on a **part time** basis, and your responsibilities would be those of a **Sport leader** at our **Bangalore** location effective **10-04-2022**.

Your gross fixed compensation would be INR. **90.00** per **hour**. You are entitled to all the social security benefits like PF, ESIC (as per applicability), & bonus as specified in the respective statutory acts.

You would be entitled to non-statutory benefits such as Health & Social Security Insurance. Further you would be eligible to earn monthly performance bonus to a maximum of **0.0%**. Monthly performance bonus is payable subject to the successful achievement of individual and Company goals as specified by your manager from time to time.

V Santhosh will be responsible to mentor and guide you in this phase of your professional journey or any such manager assigned by the later.

We at DSIPL strongly believe in your ability to manage yourself in the best interest of the Company. Fewer the rules better the productivity as far as we are concerned.

We trust you will enjoy working with DSIPL and take the utmost autonomy to complete your responsibilities-

1. We believe you will treat your team mates and customers with utmost respect
2. We are bound by certain regulations by the Government of India and our Group norms. You will be required to abide by all these regulations* currently existing or any such rules that might be incorporated from time to time
3. When you are happy being a part of the DSIPL family, we expect you will be open to relocate to any location where the Company currently has stores or may be established or any other Group companies as deemed necessary
4. Your salary and its components are strictly confidential and we prefer you not share it with other team members
5. We hold transparency in high regard. You cannot involve yourself in taking or giving bribe, gambling, theft, fraudulent practices or any such act that might affect DSIPLs reputation or damage to property
6. We at DSIPL, have a strict policy against sexual harassment. We believe that you will not engage in any form of sexual harassment towards any of the Company employees and the Company's customers. DSIPL also ensures a safe environment to all its employees and customers and strict action will be taken against any offender, be it employee or customer
7. All documents submitted by you to the Company shall be subjected to scrutiny by the appropriate authorities
8. In the event you feel you cannot be a part of our culture and environment, kindly communicate your desire to depart at least 7 days in advance
9. In the event we find you have not abided by these, and other regulations explained to you by your manager or if you do not share the values of DSIPL, we shall communicate the dis-continuance of employment with DSIPL to you at least 7 days in advance
10. However, your employment will be subjected to immediate termination on the following conditions prescribed in the Industrial Employment/Model Standing Orders Act 1946-
 - wilful in subordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior,
 - theft, fraud or dishonesty in connection with the employers business or property,
 - wilful damage to or loss of employers goods or property,
 - taking or giving bribes or any illegal gratification,
 - habitual absence without leave or absence without leave for more than 10 days,

- habitual late attendance,
- habitual breach of any law applicable to the establishment,
- riotous or disorderly behaviours during working hours at the establishment or any act subversive of discipline,
- habitual negligence or neglect of work,
- unauthorised strike of work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law.

11. Any image taken of you during a Decathlon event or during a photo-shoot shall be the property of Decathlon and you consent to Decathlon's use of the such image in communication.

12. Apart from the above mentioned rules all rules specified under the certified standing orders of Decathlon will be applicable to you from the date of your joining Decathlon

13. Clause 4 of this employment contract shall continue to survive even after any form of termination of this employment contract.

***. Notwithstanding anything mentioned above, please note that the regulations would be explained to you by your respective manager during your induction program**

Should you accept the above information, then kindly sign the duplicate copy of this appointment letter.

We welcome you to the Decathlon Family!

For Decathlon Sports India Pvt Ltd

Accepted By Me

Authorised Signatory

Employee Signature



B. Com

Registered office: (a "radhakrishna house", majiwade village road majiwade, Thane (west)
400 601. T: +91-22-7123 4500, E: contact@weavings.in

Transshipment.
Pavan M

Date 13/Jan/2022
8310343825

We are pleased to extend you Appointment w.e.f 13-Jan 2022 To march 31st 2023 a Associate based on your performance during last contractual period

Your current CTC per Month would be Rs. 13,140 /said period of employment or to be revised along with all Associates as general increment upon your performance. The breakup of the salary is attached here to separate annexure A

It is the management's policy that terms and conditions of employment, including the amount of salary payable, remain in strict confidence between the Company and the employee.

The other terms and conditions remain same as mentioned in the Appointment Letter issued to you earlier.

On behalf of Weavings, we would like to take this opportunity to thank you for all the contributions made in the last financial year.

(For Weavings Manpower Solutions Pvt. Ltd.)

Authorized Signatory

I have read this letter and understood its contents in full. By signing this letter of contract, I accept all the aforementioned terms and conditions of the contract of employment offered by Weavings Associates.

ACCEPTED

B.COM

112677729

dhanadgo

Bangalore

LETTER OF CONTRACT EXTENSION

Dear D Gopi,

Further to the appointment letter dated **June 12, 2022**, we are pleased to extend your fixed term contract of employment on the following terms and conditions:

1. Your extended contract of employment will start from **June 12, 2022** to **September 11, 2022** ("Term") as **W A - ALFA - Rebin**. You acknowledge that the Contract has been extended because of a current and running project of **Global Innovsource Solutions**. Notwithstanding the Term of the extension, in the event of the project/work for which the contract has been extended comes to an end for any reason whatsoever, this Contract shall automatically terminate. In other words, this extension is co-terminus with the current project/work of **Global Innovsource Solutions**.
2. Notwithstanding anything contained hereinabove, this extension letter may be further extended for such Term and on such conditions as may be mutually agreed between us.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the management to any of site pertaining or incidental to the client's business.
4. Both the parties have the right to terminate the contract by giving the other party a prior notice of **days** or an amount to wages for said notice period. In the event of the employee terminating the contract without an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. For contract duration more than 45 days: The employment agreement shall be deemed to be terminated by You in case of continuous absenteeism for 3 or more days or absenteeism for 5 or days on 3 or more different occasions without intimation in any two consecutive months. In such an event, **Global Innovsource Solutions**, shall be at liberty to seek damages or such other amount as may become payable under the employment agreement. The employment agreement shall be automatically terminated by You in case of continuous or intermittent absenteeism for 3 or more days without intimation during your contract duration. In such an event, **Global Innovsource Solutions**, shall be at liberty to seek damages or such other amount as may become payable under the employment agreement.

5. In the event of conflict between the terms of Fixed Term Contract and this Extension Letter, the terms of this Extension Letter shall prevail.
6. It is agreed upon by both the parties that, the second party shall not be entitled to be paid wages for the period of absence from work without a prior approval of leave

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **Global Innovsource Solutions**

A handwritten signature in black ink, appearing to be 'LSH' or similar, written over a horizontal line.

I hereby accept the above-mentioned terms and conditions.

Name:

Signature:

Place:

Date:

112490361

mtmares

Bangalore

LETTER OF CONTRACT EXTENSION

Dear Maresh M,

Further to the appointment letter dated **April 24, 2022**, we are pleased to extend your fixed term contract of employment on the following terms and conditions:

1. Your extended contract of employment will start from **April 24, 2022 to March 20, 2023** ("Term") as **Prime Now FC Associate- Flex**. You acknowledge that the Contract has been extended because of a current and running project of **AASAANJOBS PVT LTD**. Notwithstanding the Term of the extension, in the event of the project/work for which the contract has been extended comes to an end for any reason whatsoever, this Contract shall automatically terminate. In other words, this extension is co-terminus with the current project/work of **AASAANJOBS PVT LTD**.
2. Notwithstanding anything contained hereinabove, this extension letter may be further extended for such Term and on such conditions as may be mutually agreed between us.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the management to any of site pertaining or incidental to the client's business.
4. Both the parties have the right to terminate the contract by giving the other party a prior notice of **4 days** or an amount to wages for said notice period. In the event of the employee terminating the contract without an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. For contract duration more than 45 days: The employment agreement shall be deemed to be terminated by You in case of continuous absenteeism for 3 or more days or absenteeism for 5 or days on 3 or more different occasions without intimation in any two consecutive months. In such an event, **AASAANJOBS PVT LTD**, shall be at liberty to seek damages or such other amount as may become payable under the employment agreement. The employment agreement shall be automatically terminated by You in case of continuous or intermittent absenteeism for 3 or more days without intimation during your contract duration. In such an event, **AASAANJOBS PVT LTD**, shall be at liberty to seek damages or such other amount as may become payable under the employment agreement.

5. In the event of conflict between the terms of Fixed Term Contract and this Extension Letter, the terms of this Extension Letter shall prevail.
6. It is agreed upon by both the parties that, the second party shall not be entitled to be paid wages for the period of absence from work without a prior approval of leave

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **AASAANJOBS PVT LTD**



I hereby accept the above-mentioned terms and conditions.

Name:

Signature:

Place:

Date:



B.com

To Shalini

Offer of Employment by Strategy Here, LLC

Dear Shalini,

It is our pleasure to confirm our offer to you of employment as a **Search Engine Optimization (SEO) Analysis Intern** with Strategy Here LLC, for a duration of **6 months**, with a start date of **6th June, 2022**. You will initially report to Shagun Agarwal, CEO.

At will Employment - This is an at-will employment. While we look forward to a long and profitable relationship, should you decide to accept the offer, you will be an at-will employee of the Company, which means the employment relationship can be terminated by either of us for any reason, at any time, and with or without cause by giving a **notice of 15 days**. Any statement or representations to the contrary should be regarded by you as ineffective. Any modification or change in your at-will employment status may only occur by way of a written employment agreement signed by you and CEO of the company.

Confidentiality - I acknowledge that, by virtue of my Employment, I will acquire and be exposed to, have access to, make use of and/or create Confidential Information. Therefore, I agree to hold in trust and confidence all such Confidential Information. I will not disclose any such Confidential Information to anyone outside the Company without the prior written approval of an Authorized Signatory, except as required by my authorized duties for the Employer, nor use any such Confidential Information for any purpose other than for the benefit of the Company. This includes all credentials including passwords and login details, third party information and property, client names and other client data, authorization to access systems and electronic communications. My authorization to access the Systems is only for approved business purposes.

Remuneration – Your remuneration will be **Rupees 6,000 per month**.

If you decide to accept the offer and I hope you will, **please sign, date and return a copy of this offer**. Please feel free to contact us if there are any other conditions or details you wish to discuss.

Yours Truly,

Shagun Agarwal

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

Shalini

Date Signed -

Appointment Letter

June 20, 2022

Mr. Murall.v

No.224, Vasundhara Layout

Yellamma Devi Temple, Kammasandhra

Bangalore - 560100

Employee Code: WR299

With reference to your application and in continuation of our discussions, we are pleased to appoint you (hereinafter referred to as "Employee") as "Production Operator" in our company "SOGEFI ENGINE SYSTEMS INDIA PRIVATE LIMITED" hereinafter referred to as "the company" on the following terms and conditions:

- 1) Your date of joining is on July 01, 2022.
- 2) Your remuneration on cost to company basis is Rs. 214,461/- (Rupees Two lakh fourteen thousand four hundred and sixty one only) per annum and the break up of the same is as per Annexure I.
- 3) The company may from time to time, modify any remuneration, benefit, facility or perquisite that may be extended to the employee. All information regarding remuneration and terms of employment must be kept in strict confidence.
- 4) The Employee will not be eligible for any other benefits whatsoever (such as loans, gratuity payment and like facilities etc) other than those specifically enumerated in this offer.
- 5) The employee's remuneration shall be liable for income tax as per the provisions of Indian Income Tax.
- 6) The employee will be on probation for an initial period of one year from the date of your joining the services. The said period of probation may be extended or reduced at the sole discretion of the Management. During the period probation, this employment contract is terminable on either side by giving 10 days prior written notice. On satisfactory completion of initial probation or extended probation, the employee will be confirmed in the services.
- 7) Your initial place of posting will be at SOGEFI Engine Systems India (P) Ltd., # 1, Sy. No. 87, Kasavanahalli Main Road, Carmelaram Post, Bangalore - 560 035. However, during the employment with the company, the employee may be transferred to any operating office or location of the company or its subsidiaries, affiliates or associates in India or Abroad. The employee's services may be assigned, or the employee may be sent on deputation to any of the group companies/ affiliates, associates, subsidiaries of the company as may be desired by the company.
- 8) The employee wherever applicable will be governed by the provisions of Employees Provident Fund and Family Pension Fund Act, 1952, ESI? Act, 1948 and the rules made there under.

SOGEFI ENGINE SYSTEMS INDIA PRIVATE LIMITED

- 9) The employee will be covered under the SOGEFI Employees Gratuity Fund Scheme and will be eligible for Gratuity as per rules framed there under.
- 10) The offer of appointment is subject to the employee being found medically fit by the Registered Medical Practitioner.
- 11) This offer of appointment is subject also to the employee producing, at the time of reporting for duty the following.
- SSLC and other educational certificates;
 - Experience Certificate;
 - Proof of last salary drawn;
 - Relieving letter from previous employer;
 - 6 Passport size photographs;
 - Documents to open salary savings bank account.
- 12) If, at any future date, after confirmation in writing, on assessment of the employee's performance, if it is demonstrated substantial or continued unwillingness to perform duties as reasonably directed by the management, the employee's services will be terminated by giving **One-month notice or payment of one-month gross salary** in lieu thereof without assigning any reason. Similarly, the employee will also have the option of leaving the services of the company after confirmation by giving one-month notice in writing to the company or payment of one-month Gross salary in lieu thereof. However, the services are liable to be terminated forthwith without any notice or salary or any compensation in lieu thereof for any of the following reasons.
- a) Any act of misconduct, without being exhaustive and without prejudice to the general meaning of the terms "misconduct" in the case of reasonable suspicion of misconduct, commission of an act involving moral turpitude, any act of indiscipline or inefficiency.
 - b) In case particulars mentioned in the employee's application or unsubstantiated or discussions, papers submitted by the employee to the company or found false or any certificates/ testimonials or documentary evidences submitted by the employee are found to be false or in correct and/ or that the employee have suppressed and/ or withheld any information;
 - c) In case the employee have undertaken any direct/ indirect - full time or part time business or work whether for honorarium or remuneration, without prior written permission of the company;
 - d) If the employee have participated in any elections of any kind without obtaining prior written permission of the company;



EVANDER FIRM

[15, May, 2022]

Yogesh Vijayakumar,
Door no: 199/30/d, High School road,
Opp. EB office, Denkanikottai,
Tamilnadu, 635107.

Subject: Appointment for post of Fund Manager.

Dear [Mr.] [Yogesh Vijayakumar],

We are pleased to offer you, the position of [Fund Manager] with [EVANDER FIRM]
(the 'Company') on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of [Starting 15, MAY, 2022]

2. Job title

Your job title will be [Fund Manager], and you will report to [Mr.] [Sabareesh], [CEO, EVANDER FIRM].

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at [Chennai, Tamilnadu]. You may however be required to work at any place of business which the Company has, or may later acquire.

5. Hours of Work

The normal working days are [Monday] through [Saturday]. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from [9.00am] to [4.00pm] and you are expected to work not less than [Seven Hours] hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

6.1 You are entitled to casual leave of [Sunday] days.

6.2 You are entitled to working days of paid sick leave.

6.3 The Company shall notify a list of declared holidays in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

10.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than [Two] months' prior notice in writing or salary in lieu thereof.

For the purpose of this clause, salary shall mean basic salary.

10.2 You may terminate your employment with the Company, without any cause, by giving no less than [Two] months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

10.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence, or have committed any fundamental breach of contract or caused any loss to the Company.

10.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11. Confidential Information

11.1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

11.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt

by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

11.3 At no time, will you remove any Confidential Information from the office without permission.

11.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

11.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of [High Court] [Tamilnadu] only.

15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you, and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

[Sabareesh]

[CEO & FOUNDER, EVANDER FIRM]

[15,MAY,2022]

EVANDER FIRM
DENKANIKOTTAI - 635 107.
Cell : 8438423994

For EVANDER FIRM


Proprietor

Employment Contract Letter - PART TIME (TEMPORARY)**Name:** Ajith Krishna S**Date:** May 15, 2022**Father Name:** Sridharan B**Address:****Letter Date Ref:** May 15, 2022**Employee Id:** 112561188**Employee Code:** ajithkss

In pursuance of your application and subsequent interview with us, basis your availability and other engagements, thereby seeking this part time employment in our organization, we have decided to appoint you as Associate(Part Time).

The conditions of your appointment will be as follows:

1) Be it clearly understood that the assignment / work offered to you has arisen due to temporary increase of work which is part and parcel of our contract with our Clients and this Part time employment of four working hours a day has been granted on your request.

2) You would be liable to work at any of our client's location as per the requirement. In case you are deputed at a client location, you will be required to perform work / duties as required under the Work Order / MSA signed between AASAANJOBS PVT LTD and our client. You may also note that your services are liable to be transferred without any additional benefit or facilities, to another branch, post or place or to any office, associates or sister concern or subsidiary of any of the present or future clients of AASAANJOBS PVT LTD, at any place in India, whether in existence or which may come up in future at any time at the sole discretion of the AASAANJOBS PVT LTD.

3) Your period of Employment contract is from **May 15, 2022** till **June 14, 2022**. Your salary details are provided in Annexure "A" of this document whereas Annexure "B" contains "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment.

4) Your fixed-term contractual engagement will automatically come to an end after the completion of the aforementioned period. The renewal/extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both the parties to this contract.

Employee Signature :



- 5) Both the parties have the right to terminate the contract by giving the other party a prior notice of 7 days or an amount equal to wages for the said notice period. In the event of the employee terminating the contract without serving the said notice period the management has the right to withhold an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. The employment agreement shall be automatically terminated by You in case of continuous or intermittent absenteeism for 3 or more days without intimation during your contract duration. In such an event, **AASAANJOBS PVT LTD**, shall be at liberty to seek damages or such other amount as may become payable under the employment agreement.
- 6) You shall not at any point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever either against us or any of our clients.
- 7) You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through posting of schedules.
- 8) You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your Supervisor.
- 9) You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by leave policy of **AASAANJOBS PVT LTD**.
- 10) If any declaration given or furnished by you to the **AASAANJOBS PVT LTD** proves to be false or if you have willfully suppressed any material information, in such a case you will liable for strict action including to removal from service without notice.
- 11) In day to day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow service conditions of **AASAANJOBS PVT LTD**. Such supervisor shall exercise control over your working including initiation of disciplinary proceedings against you.
- 12) You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by **AASAANJOBS PVT LTD**; The agency will be solely responsible for the all statutory payments and you will have no right to claim the same from the Clients of **AASAANJOBS PVT LTD**.
- 13) During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such condition, all other terms of contract will remain unchanged including compensation and benefits.
- 14) You will not, at any time without the written consent of the authorized person of **AASAANJOBS PVT LTD**, disclose or divulge or make public except on legal obligations, any information about the **AASAANJOBS PVT LTD** and its Clients business affairs or secrets which has become known in the course of discharging obligations under this contract or otherwise to any other person or institution.

Employee Signature :



8. Injunctive Relief.

Service Provider Personnel acknowledges that disclosure or use of Confidential Information in violation of this Agreement could cause irreparable harm to the client or any of its Affiliates for which monetary damages may be difficult to ascertain or an inadequate remedy. Service Provider Personnel therefore agrees that the client and/or its Affiliate will have the right, in addition to its other rights and remedies, to seek injunctive relief as a remedy or to prevent or curtail any actual or threatened breach by the Service Provider Personnel of its obligations hereunder or for any violation of this Agreement.

9. Scope; Termination.

This Agreement is intended to cover Confidential Information received by Service Provider Personnel both prior and subsequent to the date hereof. This Agreement shall be effective once signed by Service Provider and will automatically terminate upon the completion or termination of the Parties' business relationship; provided, however, that Service Provider Personnel's obligations with respect to Confidential Information will survive and continue indefinitely even following such completion or termination. The provisions contained in this Section shall survive the termination or expiry of this Agreement.

10. Indemnity

The Service Provider Personnel acknowledges that a breach of this Agreement by the Service Provider Personnel could result in significant liability, claim, damage, loss, penalty, cost or expense (including, without limitation, reasonable attorneys fees and costs of appeal) (hereinafter together referred to as "Losses") to the client. The Service Provider Personnel agrees to indemnify and hold the client harmless and indemnified from and against any Losses, arising on account of the breach by the Service Provider Personnel of any of the obligations undertaken by the Service Provider Personnel under this Agreement

11. Miscellaneous.

This Agreement will not create a joint venture, partnership or other formal business relationship or entity of any kind, or an obligation to form any such relationship or entity. Each Party will act as an independent service Provider and not as an agent of the other Party for any purpose, and neither will have the authority to bind the other

This Agreement constitutes the entire agreement between the Parties relating to the matters discussed herein and may be amended or modified only with the mutual written consent of the Parties. Each Party's obligations hereunder are in addition to, and not exclusive of, any and all of his, her or its other obligations and duties to the other Party, whether express, implied, in fact or in law. Subject to the limitations set forth in this Agreement, this Agreement will inure to the benefit of and be binding upon the Parties and their respective successors and assigns.

Any failure by the client or any of its Affiliates to enforce Service Provider Personnel's strict performance of any provision of this Agreement will not constitute a waiver of the client or its Affiliate's right to subsequently enforce such provision or any other provision of this Agreement.

Employee Signature :



If a provision of this Agreement is held invalid under any applicable law or by a court of competent jurisdiction, such invalidity will not affect any other provisions of this Agreement that can be given effect without the invalid provision. Further, all terms and conditions of this Agreement will be deemed enforceable to the fullest extent permissible under applicable law, and, when necessary, the court is requested to reform any and all terms or conditions to give them such effect.

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event of any dispute or difference arising between the Parties hereto in regard to any matter relating to or connected with this Agreement, the same shall be referred to arbitration in accordance with the (Indian) Arbitration and Conciliation Act, 1996 and any amendments thereof. The decision of the arbitrator shall be final and binding on the Parties. The venue of arbitration shall be Bangalore. This Section shall survive the termination or expiry of this Agreement.

Notices. All notices hereunder will be given in writing, will refer to this Agreement and will be personally delivered or sent by overnight courier, receipted facsimile transmission or registered or certified mail (return receipt requested) to the address set forth below the Parties' signatures at the end this Agreement. Any Party may from time to time change such address by giving the other Party notice of such change in accordance with this Section 11.6. Service Provider Personnel has executed this Agreement as of the date set forth below.

The provisions contained in Sections 5, 6, 7, 8, 9, 10 and 11 shall survive the termination or expiry of this Agreement.

Accepted

Signature

Full Name: **Ajith Krishna S**

Address: _____;

Phone No:

Employee Signature :



EMPLOYMENT AGREEMENT

Dear Mr N R Gowtham

Date: 05 May 2022

Offer ID: BAN05052022294563

Employee ID: 202223388

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into on this 01 May 2022 ("**Effective Date**");

BY AND BETWEEN:

Innovsource Services Pvt. Ltd., having its registered office at **Mumbai** (hereinafter referred to as the "**Employer**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors-in-interest and assigns), of the **ONE PART**;

AND

Mr Mr N R Gowtham, W/o. or S/o. or D/o. **Ramesh Babu N H**, aged about 22 Yrs years, currently residing at P N R P PG, Huskur Gate, Electronic City, Bangalore, Karnataka

, Near P N R PG

, Near P N R PG

, Bangalore 562106 (hereinafter referred to as "**Employee**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include his/her successors, legal heirs and permitted assigns), of the **OTHER PART**.

The Employer and the Employee are hereinafter referred to individually as a "**Party**" and collectively as the "**Parties**".

WHEREAS, not being desirous of undertaking full time employment on a daily basis with any single employer; with a requirement of flexible working hours to cater to the Employee's personal needs and to use the same to augment additional / supplemental income; and to secure gainful yet flexible timing of work, the Employee has approached the Employer to provide him with employment offering flexible day and time of work suiting the Employee's needs;

WHEREAS, the Employer being desirous of engaging the services of the Employee on an "as per need" basis for the Employer's own requirement or that of any person / entity with whom the Employer contracts to provide contract labor, and without the obligation of providing any minimum guarantee of working hours on a daily, weekly or monthly basis, or any daily, weekly or monthly income, has offered such employment to the Employee as per the terms and conditions set out in this Agreement; and

WHEREAS, upon a clear understanding of the nature of employment, work and remuneration that may be provided by the Employer to the Employee, the Employee has agreed to accept such offer of employment, on the terms and conditions set forth in this Agreement.

NOW THEREFORE, in consideration of the mutual promises, covenants, understandings and conditions hereinafter set forth and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. SCOPE OF WORK

- 1.1. The Employee's employment with the Employer shall commence on, and, unless otherwise terminated in accordance with the terms contained in this Agreement, shall expire on, the dates specified in Schedule A hereto.

- 5.1.3 the nature of work and employment provided by the Employer caters to the specific requirements of the Employee for flexible schedule of work hours;
- 5.1.4 he/she has read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and
- 5.1.5 the execution of this Agreement by him/her and performance of his/her obligations, responsibilities and duties hereunder shall not result in the breach of any of his/her obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other person.

6. **MISCELLANEOUS**

- 6.1 This Agreement, as well as the Schedules A hereto, shall constitute the entire agreement between the Parties relating to the subject matter hereof and supersedes in their entirety all other written or oral agreements between the Parties.
- 6.2 If any one or more of the provisions of this Agreement is declared invalid, illegal, or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not, in any way, be affected or impaired thereby. There shall be substituted for any such provision held invalid, illegal or unenforceable, a provision of similar import, reflecting the original intent of the Parties to the extent permissible under law.
- 6.3 The provisions of Clause 3 (Confidentiality), Clause 5 (Representations and Warranties) and this Clause 6 (Miscellaneous) of this Agreement shall survive the termination of the Employee's employment with the Employer for any reason.
- 6.4 Save and except as otherwise provided in this Agreement, the waiver of any default or breach under this Agreement by any Party shall not constitute a waiver of the right to terminate this Agreement or otherwise exercise rights or remedies for any subsequent default of a similar nature or under any other terms and conditions of this Agreement.
- 6.5 No variation of this Agreement shall be binding on any Party, unless such variation is in writing and signed by each Party.
- 6.6 This Agreement shall be construed with, and be governed by, the laws of India without giving effect to the principles of conflicts of laws. The courts at the city where the Primary work Location is situated shall alone have exclusive jurisdiction over all matters arising out of, in relation to, or pursuant to, this Agreement.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the date first above written.

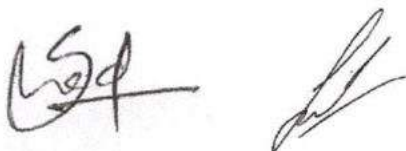
Yours faithfully,

For Innovsource Services Private Limited

Acceptance

I have received the Work Assignment Letter and agree to the terms and conditions contained thereto

Mr N R Gowtham



Authorised Signatory Authorised Signatory

(Signature & Date)



**Nityo
Infotech**

Transforming Business Intelligence

B.COM

Date: 02-11-2022

Name: Sanjana Rai

Employee Number: N4033

Standing Order

Dear Sanjana Rai,

With reference to the various discussions we had for an internship with us we are pleased to extend an offer of internship with following mentioned details:

- Your Date of joining is w.e.f **"02-November-2022"**
- Your job location would be at **"Bengaluru"**.
- You would be designated as **"IT Recruiter Trainee"**.
- Your consolidated stipend per month is **"15,000 INR"**.

Commitment Clause: You have to be associated with our Company at least for 1year from the date of your joining. In case of pre-separation (before 1year) from your end, the Company reserves all rights to recover a sum of Rs. 50,000/- (Rs. Fifty Thousand Only) as the Training & Administration Costs.

Leave and Holidays:

- You would be entitled of 1 paid leave for each full month of service and it will be calculated on a pro rata basis.
- Paid leave will be carried forward to next month's paid leave balance and can be availed by you.
- A maximum of 12 leaves can be accumulated in any calendar year. Un-availed leaves by end of the calendar year will be lapsed and will not be carried forward to next leave cycle.
- Un-availed leave cannot be encashed at the end of your service.
- Based on your assigned work location, Public/festival holidays will be allocated and will be informed at the time of on boarding.

Insurance coverage:

You will be eligible to enroll in the Company's Group Medical Insurance and Personal Accident Insurance Policy. The monthly premium of Rs.154/- as applicable will be deducted from the monthly stipend. Premium Values are negotiated at the time of Policy renewal on yearly basis and same shall reflect in monthly premium deduction from your stipend. Insurance coverage is applicable only to the intern and not to his / her family members. You will be covered under insurance till your last day of internship with the organization.

Background Check:

The Company reserves the right to verify the information furnished by you in your application for internship and through other documents. If it is found that you have misinterpreted any information in your application or have furnished any false information or have concealed / suppressed any relevant material facts, your internship is liable to terminate any time, without any notice or compensation in lieu thereof. You will also not be eligible for any internship completion certificate for your tenure with the Company.

Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2005PTC151051

303/304, 3rd Floor, Eco House, Vishweshwar Nagar, 1st Cross Road, Off Aarey Road, Goregaon (East), Mumbai – 400 063.

☎ + 91 - 7208239444 📠 + 91 - 22 - 4266 1682 🌐 www.nityo.com

Responsibility and Confidentiality:

- In view of your position at office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will be expected to work extra hours to achieve the above whenever the job requires. In this connection, you are required not to engage in activities that have or will have any adverse impact on the reputation / image and business of Nityo, whether directly or indirectly.
- We at Nityo are committed to ensure "Integrity" in all aspects of functioning. You are expected to comply with the policies of the company including the Information Security policy, Code of Conduct and other policies as they form an integral part of the terms of Internship with Nityo.
- Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced from time to time. As and when this happens, the company will notify you and you will be required to comply with the same.
- During the period of this internship candidate should not draw, accept or endorse any cheque of the company or, in any way, pledge the company's credit except so far as you authorized by the company to do so, either generally or in any particular case.
- You shall not divulge or disclose to third parties any of the trade secrets, know-how, software, literature and other information owned by the Company or its client during the course of your Internship or even after the internship is terminated/ended. To ensure this, you shall execute a Non-disclosure agreement on joining the company. This covenant shall endure during your Internship with the Company and on cessation of Internship with the Company, irrespective of the circumstances of, or the reasons for the cessation.
- You are expected to deal with the Company's money, material and documents with utmost honesty and professional ethics. Your service may be dispensed with any time without any previous notice if you are found guilty of gross indiscipline, fraud, misappropriation or acting against the interest of the Company.
- In your work for the Company, you will be expected not to use or disclose any confidential information including trade secrets of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.
- You shall have access to and become familiar with certain Classified information and materials and proprietary information belonging to or licensed by Nityo and/or to its principal (and its subsidiaries) or its suppliers and vendors or its customers including but not limited to the information which is protected under The Health Insurance Portability and Accountability Act of 1996 - USA (HIPAA).

Indemnity:

You shall keep the Company indemnified for any damages, which the Company or its client may suffer due to any act / acts by you including breach of any terms of this agreement.

Documentation:

Upon being so required by the Company, you shall make, sign and execute all deeds, documents and declarations as may be deemed necessary by the Company and / or its clients (including privacy and confidentiality agreements).

Code of Conduct:

- During your services with us, you are expected to behave and perform in a manner that preserves the Company's and its client's values and commitments. Please note that you are required to inform us if there are any agreements oral or written which you have entered into and which relates to your commitments under this agreement.
- Your Internship terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this agreement shall continue in full force and effect.
- These internship terms supersede and replace any existing agreement or understanding, if any, between the Company and you relating to the same subject matter.
- You warrant that you are not prevented by a court or by another administrative or judicial order from

Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2005PTC151051

303/304, 3rd Floor, Eco House, Vishweshwar Nagar, 1st Cross Road, Off Aarey Road, Goregaon (East), Mumbai - 400 063.

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providing the services required under this agreement.

- The above rules are subject to modification, amendment and alterations by the management at any time without assigning any reasons. The interpretation of the above rules made by the management shall be final and the same shall be binding on you. You will also be governed by all other instructions/rules/policies of the Company, which are not specifically mentioned here. For clarification, if any, regarding these instructions/rules/policies please get in touch with HR Department.

Unauthorized Absence:

Any absence for three consecutive business days without prior permission will be treated as un-authorized absence from the work. In such case the Company is entitled to terminate your services and / or seek compensation for any loss suffered by the Company or its client due to such an absence.

Company Assets in your possession:

You are expected to take proper care of the Company assets entrusted to you by the Company and or its clients. In the event of your resignation / termination you are obliged to return all the Company / client assets like access / ID Cards, documents, machines, data, files and books etc in your possession in good condition or reimburse the value of the same. You shall also officially handover your job responsibilities to your immediate supervisor or any other person nominated by the management for this purpose.

Cessation of Services and Notice Period:

- Cessation by the Company: The Company may terminate your internship with or without cause under the following conditions:
- With Cause: The Company may immediately and without any notice, terminate your internship with 'Cause'. The term 'Cause' shall, as used in this agreement mean I) Commission of a crime involving moral turpitude, theft, and fraud deceit, II) conduct that has an adverse effect on the Company's reputation, III) substantial or continue unwillingness or inability to perform duties assigned to you. IV) Gross negligence or deliberate misconduct, V) any material breach of terms and conditions specified in this agreement, VI) un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your seniors. VII) Providing any false information to the Company.
- Without Cause: In the event that the Internship is ceased without cause, you will be provided with a 30 calendar days' notice prior to such cessation or paid severance pay in lieu of thereof equivalent to the consolidated compensation package for period of 30 calendar days, calculated on the basis of last gross salary.
- If you wish to leave the internship of the Company, you may do so under the following conditions: You need to share formal resignation email during working hours to Nityo HR Team after formal discussion with your reporting manager. Resignation sent on weekly off/ public holidays, after working hours will be considered with effect from next business day. Resignation will not be considered if you have tendered the same while being on leave. You need to serve **30 days** from the date of resignation.

For Nityo Infotech Services Pvt Ltd

**UPALI
APARAJITA**

Authorized Signatory

Digitally signed by UPALI
APARAJITA
Date: 2022.11.02
18:09:06 +05'30'

Employee Signature

Nityo Infotech Services Pvt. Ltd.

CIN: U72200MH2005PTC151051

303/304, 3rd Floor, Eco House, Vishweshwar Nagar, 1st Cross Road, Off Aarey Road, Goregaon (East), Mumbai – 400 063.

☎ + 91 - 7208239444 🖨 + 91 - 22 - 4266 1682 🌐 www.nityo.com

B.COM E

Date: Oct 18, 2022

OMSID : QS2823367

Abha Rani,

#47 Divya Nilaya ,Abbigere Main Road, K G Halli Bengaluru - 560015
Bengaluru
Karnataka

LETTER OF APPOINTMENT

Dear **Abha Rani,**

We are pleased to offer you a position in our organisation, on the following terms and conditions detailed in the letter. We are confident that you will prove to be an asset to our growing business.

1.JOINING DATE:

This appointment will take effect from the date you join duty, which shall not be later than Oct 21, 2022.

2.POSITION / PLACEMENT:

You will be designated as **Customer Experience Officer** and will be placed in the designated retails point of sale. However, you may be required to attend to such office work at such notified place as may be assigned to you from time to time depending on exigencies of work. You will be liable to be transferred to department, office, store, point of sale, branch or establishment forming part of the company/office/factory & you will abide by the working hours of the company/office/store establishment concerned without any extra remuneration.

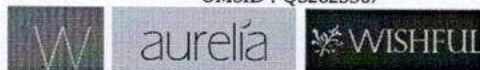
3.REMUNERATION:

The details of the salary package (gross remuneration package on cost to company basis) are enclosed herewith as an annexure 'A' to this letter.



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TCNS Clothing Co. Limited

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PH: 011-42193193, Fax: 011-42193194, E-mail: corporatecommunications@tcnsclothing.com, www.wforwoman.com
REGD. OFFICE: UNIT NO. 112, F/F RECTANGLE 1, D-4, SAKET, DISTRICT CENTRE, NEW DELHI- 110017, INDIA
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4.LEAVE:

Leave will be as per the leave rules/policy applicable within the organization.

5.PROBATION PERIOD:

In the first instance, you will be on probation for a period of six months from the date of your joining, where after the probation period may be curtailed or extended for a further period of up to six months. If your work and overall performance are not found to be satisfactory, of which the Management shall be the sole judge, your probation period shall ipso facto come to an end on completion of the said period, and you shall cease, to be in employment of the company for all purposes.

6.OFFICE OR PLACE OF BENEFIT:

You cannot directly or indirectly any way related/interested to any director or manager or relatives of such person as per section 188 of the Companies Act 2013 and if so related it may amount to office or place of profit and you should inform the company within 7 days of your appointment.

7.COMPANY POLICIES:

You shall abide by the rules, regulations, instructions, Standard operating policies, personnel policies, ethics policy and the policies of the company and any change thereof, which may be adopted by the company from time to time and the same shall be deemed to form part of this appointment. A list of misconduct, which are not by themselves exhaustive, are enumerated in code of conduct, which shall form part of this Appointment letter. Non adherence to the code of conduct would be deemed as a willful negligence of duties and you shall be liable for any disciplinary action as deemed fit by the company.



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8 .ABANDONMENT OF SERVICE:

After your appointment, if you absent yourself from duty without proper written intimation or notice for more than 7 consecutive days, it will be deemed that you have voluntarily abandoned service and your employment will be terminated from the TCNS Clothing Co. Limited.

9 .PAST RECORD:

Your appointment is being made on the basis of your declaration, credentials, certificates, proof of age, qualification, experience etc. are true and correct. In the event of any of the declarations made by you are found to be incorrect or false or any material information has been suppressed or omitted and or if documents has discrepancy or manipulated, fabricated, forged, etc. in future. Your appointment in the company would be liable for termination forthwith without assigning any reason and without any notice.

10 .TERMINATION OF SERVICE:

During the probation period this appointment is terminable by either side with fifteen days of notice or gross salary in lieu thereof. However, on confirmation, this appointment is terminable by either side by giving one months notice or basic salary in lieu thereof. You shall be guided by the separation policy in case there is change in the level (position). During the employee notice period, the employee will not be entitled to any leave unless expressly sanctioned by the company in advance in writing.

Upon termination of your services with the company for any reason;

a) You shall deliver to the company all correspondence, samples, documents and other papers and all other property belonging to the company which may be in your possession or under your control (including such as may have been made or prepared by you, or have come into your possession or under your control, and relating in any way to the business or affairs of the company) and you shall not without the written consent of the company retain any copies thereof;



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b) The company shall be entitled to deduct from money then due or thereafter becoming due from the company to you any money, which may then be due or thereafter become due from you to the Company.

c) In case of non-completion or unsatisfactory completion of notice and exits due to integrity issue, under performance, the company has the discretion to withhold the employees salary, allowances, incentive or any other payment.

d) Employees leaving the services of the company without serving required notice period will not be entitled to any incentive or any other payment which is variable in nature.

e) The company shall be entitled to set off the proportionate salary for the employee notice period not served by the employee from any payments to be made to the employee by the company upon resignation.

f) The company shall be entitled to set off the recovery amount in lieu of pilferage, theft, cash shortage, any kind of fraud by the employee from any payments to be made to the employee by the company upon resignation.

g) Notwithstanding the provision of other clauses, the company may (without prejudice to and in addition to any other remedy) forthwith terminate your services by written notice given to you if you;

i. Are incapacitated by illness, injury or otherwise from performing your duties either for at least 60 consecutive days in any period of 365 days or for at least 45 working days in any period of 365 days, ∨

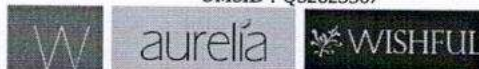
ii. Without reasonable cause seriously neglect or refuse to perform all or any of your duties after being duly warned by the company in writing or are guilty of negligence or incompetence and persist therein after being duly warned by the company in writing, or;

iii. Are guilty of gross misconduct during the course of your employment or if you misconduct



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yourself outside the course of your employment in such a manner that in the reasonable opinion of the company the business of the Company might be prejudicially affected.

iv. The use or possessions of alcohol, illegal drugs, and other controlled substances in the workplace and being under the influence of these substances on the job and during working hours.

v. Fraud-or the act or intent to cheat, trick, steal, deceive, or lie- is both dishonest and, in most cases, criminal. Intentional acts of fraud are subject to strict disciplinary action, including, including dismissal and possible civil and/or criminal action against the concerned associate.

vi. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, disloyalty, and commission of any act involving moral turpitude, any act of indiscipline or inefficiency as compared to other employee or lower performance as compared to other employee.

vii. Any misconduct listed or may not list in Annexure B.

h) All disputes are subject to the exclusive jurisdiction of courts of Delhi.

i) Your employment will be subjected to satisfactory verification of your credentials and background verification.

11 .GENERAL TERMS & CONDITIONS:

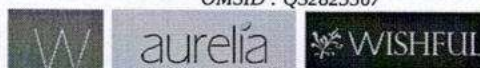
a) You shall comply with all rules & regulations made and instructions given to you by the Company, and

b) In case of a change in level all the Company policies shall be applicable to you as per your new designation.



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c) You shall not engage in any activities, which would detract you from the proper performance of your duties.

d) You shall devote your work time to the business of the Company and shall not undertake any other direct/indirect business or work, honorary or remuneratory except with the written permission from the company in each case. You will not act as Principal, Agent or Servant of any other person, firm or company except with the written consent of the company.

e) You shall not give out, to any one, by word of mouth or otherwise particulars of the administrative and/or organizational matters of a confidential and secret nature which may be your personal privilege to know by virtue of your employment in the company.

f) You shall not attempt to induce any person to leave the employment of the company.

g) You shall not use your personal knowledge or contacts to influence clients or suppliers or retailers or person or firms or companies dealing with TCNS Clothing Co. Limited, in such a way as would result in damage occurring to the business of TCNS Clothing Co. Limited or any of its group companies.

h) No information on facts/figures/financial information/database of the store is to be shared/copied or emailed outside the store premises or revealed to any other employee either in your area of work /department or any other department/retail store etc. No printout of sales/Reports/Customer Data etc. are to be taken out of the store premises.

i) All payments due to you by way of salary etc. will be made by credit to your bank account.

12 .RETIREMENT:

The age of your retirement would be 58 years. For the purpose of this calculation your date of birth as per our record is DOB.



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13. OTHER RULES AND REGULATIONS:

a) You will not refuse to receive any communication when sought to be delivered, to you personally or by registered post & shall sign the same in token of receipt and acceptance, In case of refusal, a copy of the same will be sent to your registered E-mail ID & posted on the notice board of the company/office/store/factory or near the place of your duty, which shall be considered sufficient service on you.

b) You will keep us informed in writing of any change of your registered E-mail ID, Telephone No. & Residential address and to failing to do so, all communications intended to be served on you would be sent to your last given details and this shall be deemed to be sufficient on you.

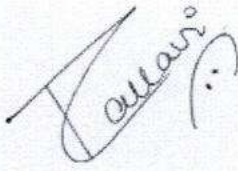
c) Your appointment will be subject to the conditions of service outlined herein. The company reserves the right to alter, modify, rescind or add to these conditions or any of them as may be found necessary from time to time and when such alterations/ modifications/ deletions/ additions are made, they shall supersede all current conditions and bind you by them.

Please return the duplicate copy of this appointment letter duly signed In token of your having accepted the same on the above terms and conditions.

We welcome you to the company and wish you a long and mutually fruitful association with us.

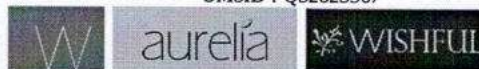
Yours faithfully,

For TCNS CLOTHING CO. LIMITED



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Pallavi Vatsa

Head - HR & Training.

Authorized Signature

I have read over the above terms and conditions and have understood the same. I confirm having the accepted the appointment on the above terms and conditions as mentioned in the appointment letter.

Signature: _____

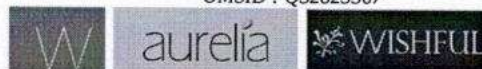
Name: _____

Date of acceptance: _____



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Annexure - 1

Compensation Sheet

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Associate Name: **Abha Rani**

SALARY COMPONENTS	PER MONTH (Rs.)	PER ANNUM (Rs.)
Basic	16254	195048
Gross Salary	16254	195048

Employer's Contribution		
Employer_esi	529	6348
Employer Provident Fund	1800	21600
Total Contribution	2329	27948
Cost to Company: (CTC)	18583	222996

Deduction: (Subjected to change)		
Employee Esi	122	1464
Provident Fund	1800	21600
Total Deduction	1922	23064
Net Take Home	14332	171984

Yours faithfully,

For TCNS CLOTHING CO. LIMITED



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TCNS Clothing Co. Limited

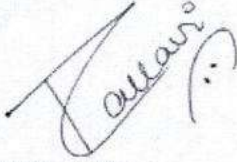
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Pallavi Vatsa

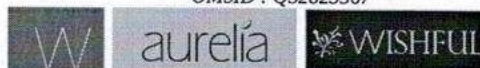
Head - HR & Training.

\qjNote: In addition you shall be eligible for incentive/bonus based on your performance based on Policy that shall be communicated to you from time to time. Any such performance linked Bonus shall be adjusted while paying the statutory bonus payable to you as per payment of Bonus Act



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Annexure -B
List of Misconduct

Misconduct includes, but is not limited to:

- Willful insubordination or disobedience whether alone or with others to any lawful and reasonable order of a superior, which includes refusal to accept transfer also.
- Theft, fraud or dishonesty in connection with the company's business or property.
- Willful damage to or a causing loss of goods or property.
- Taking or giving bribe or commission for purchase /contracts made for on behalf of the company.
- Remaining absent without information beyond 7 consecutive days.
- Habitual late attendance or leaving the work spot before scheduled time or absence from place of work without prior permission.
- Entering or remaining within the company's premises except on duty or for any lawful purpose.
- Riotous or disorderly behavior during working hours or any act subversive of discipline.
- Negligence or neglect of work.
- Refusal to work during regular office hours whilst on premises or stopping co-workers from working or entering office premises.



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- Engaging in private work within the company premises or engaging in any other employment calling for profit while still under service of the company without the written permission of the company.
- Disclosing to any person any confidential information in regard to work or any process used in the company during the course of your employment.
- Coming to work after consuming liquor or consuming liquor at workplace.
- Quarrelling, fighting and using abusive language within the company premises
- Misbehaving in any manner with any customer/contractor of the company.
- Indulging in sexual harassment of an employee of the company either during the working hours or outside.
- Permitting an outsider in the workplace for any personal work.
- Official ID's and passwords should not be disclosed with any unauthorized person.
- Not to share or make copies of the contact details of any customer and company information with any unauthorized person.
- No games are to be played on the computer at any time.
- Using derogatory language at workplace.

I have read over the above terms and conditions and have understood the same. I confirm having the accepted the appointment on the above terms and conditions as mentioned in the appointment letter.



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Signature:_____

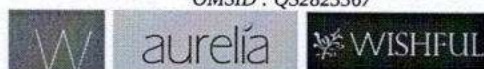
Name:_____

Date of acceptance:_____



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Snap2Insight India Private Limited
3rd Floor, Urban Vault 1608,
Opp BMTC Bus Depot
7th Cross, Sector-1, HSR Layout,
Bangalore, Karnataka, 560102

B.COM



SNAP2INSIGHT

Jagadish B

#89 New Vinayaka Layout behind Gardinia Layout
Doddanagamangala, Bangalore - 560100

29 July 2022

Dear Jagadish,

We are pleased to offer you an opportunity to intern with **Snap2Insight India Private Limited**, a private limited company incorporated under the Companies Act, 2013 ("Snap2Insight" or the "Company") having its registered office at NR Towers, 19th Main, 17th Cross, Sector 4, HSR Layout, Bangalore – 560102, pursuant to the terms and conditions set out in this Offer Letter and Internship Agreement ("**Agreement**").

Please note that the terms of internship detailed in this document are strictly confidential. These contents should not be disclosed to third parties without the prior written approval of the Company.

Terms and Conditions

1. Position, Location and Term of Internship

You will be employed by the Company as a **Analyst - Intern** and will be working out of **Bangalore office** of the Company during the term of this internship. This internship will be for thirteen (13) weeks, starting **01 Aug, 2022** (the "Start Date") and ending on **31 Oct, 2022** (the "End Date").

During the term of this internship, you will be governed by the rules, regulations and other Company policies (together the "Company Policy") of Snap2Insight as applicable, enforced, amended or altered from time to time during the course of your internship. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable from time to time.

2. Stipend and Benefits

You will be paid a fixed monthly **stipend of Indian Rupees Twenty Thousand (INR 20,000.00)**, which will be paid at the end of every month of your internship subject to applicable tax deductions and prorated for days worked in the month.

3. Nature of Internship

This is a whole-time internship with the Company and you shall devote yourself exclusively to the business of the company during the term of this internship. You will be eligible for a total of **5 days of paid leave** during the term of internship.

4. Rules and Regulations

Your work in the organization will be subject to the rules and regulations and such other practices, systems, procedures and policies, framed, amended, modified or omitted by the Company from time to time in relation to conduct, discipline and other matters.

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5. Information and Communications Technology

You must comply with the Company's policies on use of email, the internet and computers. Unauthorized use or tampering with Company computers, systems, or data will be regarded as serious misconduct and may lead to your summary dismissal. For the purposes of business (including and not limited to quality control, monitoring of policy compliance and unauthorized use and checking messages during periods of absence), communications made by or to employees may be monitored or recorded. This applies in particular to computer, email and internet use.

6. Adherence to Company Policy

You agree to conform to and comply with the Company's policies and such directions and orders as may from time to time be given by the Company.

7. Termination and Notification

Either party may terminate this appointment by giving two weeks of notice in writing or, in the case of Company, payment of two weeks stipend in lieu of two weeks of notice. Snap2Insight may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities / confidentiality agreements.

8. Confidentiality

In the course of your assignment with us, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to the Company or its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having any kind of association or relationship with the Company, and/or its affiliates or subsidiaries (together "Confidential Information"). You shall keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without prior written consent of an authorized officer of the Company.

You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other confidential Information, for your own benefit or for the benefit of any third party, either during the term of your internship or thereafter. Upon expiry or termination of your internship with the Company, you will return and surrender to the Company, all such Confidential Information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases that came to you or were entrusted to you in the course of your internship and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as the Company or its affiliates or customers may require in this regard, from time to time

You shall not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company or its parent, subsidiaries or affiliates, except with prior approval.

9. Intellectual Property

You acknowledge and agree that any copyrightable works prepared by you within the scope of your internship are "works for hire" under the Copyright Act in India and under international copyright laws and that the Company will be considered the sole owner of such copyrightable works, and you shall not have any right, title or interest in the same. You agree that all Inventions and Intellectual property and other rights related thereto (including intellectual property rights) that (i) are developed using equipment, supplies, facilities or trade secrets of the Company, (ii) result from work performed by you for the Company, or (iii) relate to the Company's business or current or anticipated research and development, will be the sole and exclusive property of the Company and are hereby irrevocably assigned by you to the Company immediately upon their formation in perpetuity.

You hereby assign to the Company the entire copyright and all performance rights and all other rights in and to the works performed by you during the term of your internship with the Company for the full period of copyright including all renewals, revivals, reversions and extensions existing under the laws in force in any part of the world to hold the same to the Company, its successors, assignees and licensees absolutely for the full period that such rights are capable of subsisting throughout the world.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Snap2Insight. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard!

Kindly return a full copy of this Agreement duly counter signed by you in acceptance of the terms and conditions set out therein.

Sincere regards,

RENISH

PYNADATH

Digitally signed by
RENISH PYNADATH
Date: 2022.07.29
17:58:16 +05'30'

Renish Pynadath

Co-Founder, Director

Snap2Insight India Private Limited

I hereby accept and agree to this Agreement. I promise to abide by the policies and regulations of the Company.

Name: _____

Signature: _____ Date: _____

Oct 25, 2022

REF/SBI/25102022/0

Bhavyashree B
77, C/o-Krishnappa Building,
Kammasandra Village, Electronic City,
Karnataka (Bangalore)-560100

Subject: Letter of Offer/Appointment

Dear Bhavyashree B,

This has reference to your application and subsequent interviews you had with us.

We are pleased to appoint you as **Executive Customer Service - Operations** w.e.f. **Oct 25, 2022** on the following terms and conditions:

1. You will be based at Hustle Hub Tech Park – H206, #36/5 Somasandrapalya, Haralukunte Village Adjacent, 27th Main Rd, Sector 2, HSR Layout, Bengaluru, Karnataka-560102, However, the company has absolute right to transfer without any additional benefits, your services to any other place, in India or abroad, where company has its interest. You will be required to work in any slot across 24 hrs. The company would determine these slots from time to time. If any slot is not acceptable to you, this offer/appointment will stand cancelled and withdrawn automatically without any further reference to you.
2. Your employment will be subject to mandatory 180 probation, on completion of which your services shall be deemed confirmed unless otherwise conveyed by the company. No written communication stating confirmation of your services shall be furnished. The notice period will be of one month or salary in lieu thereof, on either side. However, the company reserves the right, not to accept payment in lieu of notice and at its sole discretion enforce the notice period. However, the acceptance of the notice period of less than one month is at the sole discretion of the management.
3. Absence for a continuous period of seven days without prior approval of your supervisor (including overstay of leave / training) would be treated as abandonment of service and can lead to your service being terminated. Resigning from the services with or without notice period; prior to completing eighteen months of tenure/employment with the organization, in such an eventuality the company reserves right to recover from you all the expenses incurred in regard to any training and development, special education, up skilling or the job training provided to you in the course of your employment with the company upto Rs 25000, (Rupees Twenty Five Thousand only) in addition to notice pay.
4. Details of your compensation are enclosed in the Annexure. Please note that the salary structure of the company may be altered/ modified from time to time. Further, salary, allowances and all other payments/ benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source. Management has a right to change these rules by putting notice on intranet. Ignorance of such notices will not be considered as an excuse for not following them or their applicability on you.
5. You are hereby appointed under the Semi-Skilled category and the remuneration would be in accordance with the specified rules under the minimum wages act 1948.
6. Retirement from the services of the company will be on your attaining the age of 58 years.
7. Your services shall be subject to comply with the policies of the company and rules of employment from time to time as promulgated by the company, and shall comply with the lawful directions of the management from time to time in that regard.
8. You will qualify/ be eligible for appraisal on completion of twelve months from the date of joining. The first appraisal shall fall due in appraisal cycle (April or October), post completion of twelve months from the date of joining and thereafter it will continue every year in the same month.
9. You shall not, either during the continuance of your employment with the company or at any point of time thereafter discuss, divulge or communicate by word of mouth or otherwise to any person or persons, firm or corporation without written authorization of the company management, any confidential information of the company. 'Confidential Information' means proprietary information of the company, including (without limiting the generality of the foregoing), technical data, trade secrets or know-how, including but not limited to, research, product plans, products, services, customer lists and customers (including but not limited to users or potential users of the company's products on whom you may call or with whom you may become acquainted during the terms of your employment), market, software developments, inventions, processes, formulae, technology, designs, drawings, engineering, hardware configuration information, marketing, finance or any other information disclosed to you by the company, either directly or indirectly in writing, orally or by drawings or inspections of parts or equipment. You will also be responsible for the protection and furtherance of the company's best interest at all times, including after you cease to be on the company's role.
10. If the company is not able to open office due to government restrictions or you are not able to come for work due to any such government restrictions in your area, the company will not be liable to pay you salary for that period.
11. You shall not, during the continuance of your employment with us, be engaged, concerned or interested directly or indirectly, in any other occupation, business or employment whatever, whether honorary or with remuneration.

Accepted and Agreed(Signature)

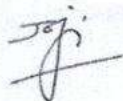
Bhavyashree B
T228088

12. This offer of employment is based on the information furnished in your application for employment. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld then your employment is liable to be terminated without any notice.
13. If you shall at any time be guilty of misconduct, commit any breach of this contract of employment or refuse or willfully neglect to perform to the satisfaction of the company, all or any of the duties devolving upon you under this contract of employment, the company may at once, without any previous notice, terminate the contract of your employment. If you are terminated or asked to resign from the services of the company (on grounds of misconduct/non-performance), the company under such circumstances will not be liable to pay any compensation/salary. On the contrary the company reserves the right to initiate recovery proceedings against you for irrespective of the damages caused or the loss occurred to the company.
14. Additionally, you shall be eligible for Medical and Accidental insurance benefit programme along with other employees benefit programme run by the company on time to time basis at the expenses of the Company, which shall be applicable post 30 days of your joining. Any eventuality before the applicability of the insurance benefit programme, the company shall have no responsibility whatsoever.
15. Notice to terminate this agreement shall be accepted by the company only when it is issued in a form wherein your identity is ascertainable (such as hard copy letter with your signatures). Notice of termination in electronic form where such identity cannot be ascertained such as SMS or personal e- mail shall not be accepted as adequate notice of termination for the purpose of this agreement.
16. Matters not covered herein shall be in accordance with the company's rules and regulations and company's decision shall be final and binding.
17. If and when you will be sent abroad for training or other purposes, you will be required to enter into a Service Agreement with the company and the terms and conditions mentioned therein will be binding on you.
18. This appointment letter is binding with subject to subsequent reference check of your credentials mentioned in your bio-data and application form and verification of various medical tests.
 Also you are advised to submit following documents:
 - a. Proof of Age & Proof of Address
 - b. Certificates pertaining to your professional/ educational qualifications.
 - c. Copies of previous appointment letters and relieving letters/ experience certificates.
19. You will not during your employment with the company (in terms of this letter except so far as may be proper in the ordinary course of business and for the interest of the company) or at any time thereafter, divulge or make known any information in any way whatsoever relating to the company or its business/or of its customer and/or any other information, secret processes or data and material which may come to your knowledge during the course of your employment. You will always maintain secrecy regarding any technical information / technical data or any other information / data related to sales and marketing gained or acquired or imported to you in the course of your employment through SAP R/3 system, official source of the Company. Company reserves the right to track back activities on IT infra allocated to you, during course of your employment or thereafter and take appropriate legal recourse against you in case of breach of above agreement. Immediately on joining the organization, you will be required to sign "Employee Non-Disclosure Agreement" and would also be bound with the conditions mentioned therein.
20. Notwithstanding anything contained hereinbefore, it is made clear that after the cessation of the present contract, whether by virtue of resignation, termination or otherwise of the employer-employee relationship, you shall not approach, discuss, divulge, contact, contract in any form, whether express or implied, any of the Clients of the Company, their employees, managers, executors, agents, contactors, etc. of the said Client of the Company for any reason whatsoever including any of your grievances. If found otherwise, it shall be treated as not limited to the commission of criminal breach of trust and you shall render yourself liable for civil and/or criminal action and the Company shall be free without further intimation to you, to launch against you, criminal prosecution, as well as claim of damages, as may be deemed fit by the company and the same shall be done at your sole peril.
21. If the terms and conditions offered herein are acceptable to you, please return the acceptance copy duly signed.

We welcome you to iEnergizer.

With regards,

For iEnergizer IT Services Pvt. Limited



Authorized Signatory

I have read, understood & hereby accept the appointment on the terms and conditions of employment set out in this letter and by my signature hereto, I bind myself to abide by them.

Candidate's Name _____

Signature _____

Date: ____/____/____

Compensation Statement

REF/SBI/25102022!0

Name : Bhavyashree B

Designation : Executive Customer Service - Operations

Department : Operations

Employee ID : T228088

Effective Date : Oct 25, 2022

As iEnergizer employee, you are currently eligible for the following, towards compensation, perquisites and benefits. The summary below helps you to understand the key elements there of :

Monthly Salary Breakup (CTC):		Monthly Contribution / Deductions:	
(A) Fixed Components	Amount	(D) Employee's Deduction towards :	Amount
Basic	15100	PF Contribution 12% (if applicable)	0
HRA	0	ESI Contribution 0.75% (if applicable)	114
Special Allowance	0	Labour Welfare Fund Employee Share	0
Interim Allowance	3000	Professional Tax (PT)	0
Total (A)	18100	Total (D)	114
(B) Opportunity to Earn Components*		(E) Employer's Contribution towards	Amount
Performance Linked Incentive (PLI)*	0	PF Contribution 12% (if applicable)	0
Attendance Incentive**	0	ESI Contribution 3.25% (if applicable)	491
Retention Bonus#	0	Labour Welfare Fund Employer Share	0
Total (B)	0	Total (E)	491
(C) Others Benefits			
PF 12% (Employer's Contribution), if applicable	0		
ESI 3.25% (Employer's Contribution), if applicable	491		
Labour Welfare Fund Employer Share	0		
Medical Insurance***	0		
Accidental Insurance****	50		
Professional Tax (PT)	200		
Total (C)	741		
(CTC : A+B+C)	18841		

The PLI & Attn. Incentive component are paid separately as per the process guidelines

Note:

- TDS:** The salary will be paid subject to tax, which may be deducted as per the provisions of the Income Tax Act, 1961.
- GST:** The amount of any deduction from the salary other than the statutory deductions will be inclusive of Goods & Service Tax (GST) amount wherever it is applicable as per the prevailing rates.
- Bonus:** The payment is made to cover any payment due under the provisions of Payment of Bonus Act 1965.
- **Attendance Incentive:** Attendance Incentive shall be only payable if there is No LWP / No NCNS in the month. Attendance Incentive will be applicable post certification from the 1st of approaching month.
- *PLI:** PLI is Performance Linked Incentive; this is an average incentive amount payable in process. Incentives are payable only on meeting pre-defined criteria of the process and these are subject to change on monthly basis at the discretion of management, further detailing shall be done in process / operations after joining.
- * Headset:** The deduction to be made of Rs.2000/- against head set in two equal installments from first two consecutive month's salary. It shall be refundable at time of leaving.
- Term Insurance:** There shall be a Term Insurance of Rs. 1000000/- only for self.
- ***Medical Insurance:** There shall be Medical Insurance of Rs.250000/- per annum only for self (if applicable).
- ****Accidental Insurance:** There shall be an Accidental Insurance of Rs.1000000/- only for self.
- No salary shall be payable during training period and cannot be claimed at any point of time during or after tenure.
- Salary shall be payable from the day post successful training certification & assessment by client & trainers.
- Salary shall not be paid in case of Non Certification.
- #Retention Bonus:** Retention Bonus shall be payable after completion of one year from the date of joining.
- Gratuity** shall be paid on the exit after rendering continuous service for not less than five years.
- LWF (Labour welfare fund)** LWF deduction will be made as per the state government Act.

For iEnergizer IT Services Pvt. Limited



Authorized Signatory

Candidate's Name Bhavya Shree B

Signature Bhavya Shree B

Date 29 / 11 / 22

Oct 17, 2022

REF/SBI/17102022/0

Jyothi M
Kovalli Village, Denkanikotte Taluk,
Urgam Post,
Krishnagiri (Tamil Nadu)-560099

Subject: Letter of Offer/Appointment

Dear Jyothi M,

This has reference to your application and subsequent interviews you had with us.

We are pleased to appoint you as **Executive Customer Service - Operations** w.e.f. **Oct 17, 2022** on the following terms and conditions:

1. You will be based at Hustle Hub Tech Park – H206, #36/5 Somasandrapalya, Haralukunte Village Adjacent, 27th Main Rd, Sector 2, HSR Layout, Bengaluru, Karnataka-560102, However, the company has absolute right to transfer without any additional benefits, your services to any other place, in India or abroad, where company has its interest. You will be required to work in any slot across 24 hrs. The company would determine these slots from time to time. If any slot is not acceptable to you, this offer/appointment will stand cancelled and withdrawn automatically without any further reference to you.
2. Your employment will be subject to mandatory 180 probation, on completion of which your services shall be deemed confirmed unless otherwise conveyed by the company. No written communication stating confirmation of your services shall be furnished. The notice period will be of one month or salary in lieu thereof, on either side. However, the company reserves the right, not to accept payment in lieu of notice and at its sole discretion enforce the notice period. However, the acceptance of the notice period of less than one month is at the sole discretion of the management.
3. Absence for a continuous period of seven days without prior approval of your supervisor (including overstay of leave / training) would be treated as abandonment of service and can lead to your service being terminated. Resigning from the services with or without notice period; prior to completing eighteen months of tenure/employment with the organization, in such an eventuality the company reserves right to recover from you all the expenses incurred in regard to any training and development, special education, up skilling or the job training provided to you in the course of your employment with the company upto Rs 25000, (Rupees Twenty Five Thousand only) in addition to notice pay.
4. Details of your compensation are enclosed in the Annexure. Please note that the salary structure of the company may be altered/ modified from time to time. Further, salary, allowances and all other payments/ benefits will be governed by the company rules as well as statutory provisions in force from time to time and subject to deductions of appropriate taxes at source. Management has a right to change these rules by putting notice on intranet. Ignorance of such notices will not be considered as an excuse for not following them or their applicability on you.
5. You are hereby appointed under the Semi-Skilled category and the remuneration would be in accordance with the specified rules under the minimum wages act 1948.
6. Retirement from the services of the company will be on your attaining the age of 58 years.
7. Your services shall be subject to comply with the policies of the company and rules of employment from time to time as promulgated by the company, and shall comply with the lawful directions of the management from time to time in that regard.
8. You will qualify/ be eligible for appraisal on completion of twelve months from the date of joining. The first appraisal shall fall due in appraisal cycle (April or October), post completion of twelve months from the date of joining and thereafter it will continue every year in the same month.
9. You shall not, either during the continuance of your employment with the company or at any point of time thereafter discuss, divulge or communicate by word of mouth or otherwise to any person or persons, firm or corporation without written authorization of the company management, any confidential information of the company. 'Confidential Information' means proprietary information of the company, including (without limiting the generality of the foregoing), technical data, trade secrets or know-how, including but not limited to, research, product plans, products, services, customer lists and customers (including but not limited to users or potential users of the company's products on whom you may call or with whom you may become acquainted during the terms of your employment), market, software developments, inventions, processes, formulae, technology, designs, drawings, engineering, hardware configuration information, marketing, finance or any other information disclosed to you by the company, either directly or indirectly in writing, orally or by drawings or inspections of parts or equipment. You will also be responsible for the protection and furtherance of the company's best interest at all times, including after you cease to be on the company's role.
10. If the company is not able to open office due to government restrictions or you are not able to come for work due to any such government restrictions in your area, the company will not be liable to pay you salary for that period.
11. You shall not, during the continuance of your employment with us, be engaged, concerned or interested directly or indirectly, in any other occupation, business or employment whatever, whether honorary or with remuneration.

Accepted and Agreed(Signature)

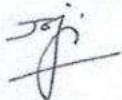
Jyothi M
T227719

12. This offer of employment is based on the information furnished in your application for employment. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld then your employment is liable to be terminated without any notice.
13. If you shall at any time be guilty of misconduct, commit any breach of this contract of employment or refuse or willfully neglect to perform to the satisfaction of the company, all or any of the duties devolving upon you under this contract of employment, the company may at once, without any previous notice, terminate the contract of your employment. If you are terminated or asked to resign from the services of the company (on grounds of misconduct/non-performance), the company under such circumstances will not be liable to pay any compensation/salary. On the contrary the company reserves the right to initiate recovery proceedings against you for irrespective of the damages caused or the loss occurred to the company.
14. Additionally, you shall be eligible for Medical and Accidental insurance benefit programme along with other employees benefit programme run by the company on time to time basis at the expenses of the Company, which shall be applicable post 30 days of your joining. Any eventuality before the applicability of the insurance benefit programme, the company shall have no responsibility whatsoever.
15. Notice to terminate this agreement shall be accepted by the company only when it is issued in a form wherein your identity is ascertainable (such as hard copy letter with your signatures). Notice of termination in electronic form where such identity cannot be ascertained such as SMS or personal e- mail shall not be accepted as adequate notice of termination for the purpose of this agreement.
16. Matters not covered herein shall be in accordance with the company's rules and regulations and company's decision shall be final and binding.
17. If and when you will be sent abroad for training or other purposes, you will be required to enter into a Service Agreement with the company and the terms and conditions mentioned therein will be binding on you.
18. This appointment letter is binding with subject to subsequent reference check of your credentials mentioned in your bio-data and application form and verification of various medical tests.
Also you are advised to submit following documents:
 - a. Proof of Age & Proof of Address
 - b. Certificates pertaining to your professional/ educational qualifications.
 - c. Copies of previous appointment letters and relieving letters/ experience certificates.
19. You will not during your employment with the company (in terms of this letter except so far as may be proper in the ordinary course of business and for the interest of the company) or at any time thereafter, divulge or make known any information in any way whatsoever relating to the company or its business/or of its customer and/or any other information, secret processes or data and material which may come to your knowledge during the course of your employment. You will always maintain secrecy regarding any technical information / technical data or any other information / data related to sales and marketing gained or acquired or imported to you in the course of your employment through SAP R/3 system, official source of the Company. Company reserves the right to track back activities on IT infra allocated to you, during course of your employment or thereafter and take appropriate legal recourse against you in case of breach of above agreement. Immediately on joining the organization, you will be required to sign "Employee Non-Disclosure Agreement" and would also be bound with the conditions mentioned therein.
20. Notwithstanding anything contained hereinbefore, it is made clear that after the cessation of the present contract, whether by virtue of resignation, termination or otherwise of the employer-employee relationship, you shall not approach, discuss, divulge, contact, contract in any form, whether express or implied, any of the Clients of the Company, their employees, managers, executors, agents, contactors, etc. of the said Client of the Company for any reason whatsoever including any of your grievances. If found otherwise, it shall be treated as not limited to the commission of criminal breach of trust and you shall render yourself liable for civil and/or criminal action and the Company shall be free without further intimation to you, to launch against you, criminal prosecution, as well as claim of damages, as may be deemed fit by the company and the same shall be done at your sole peril.
21. If the terms and conditions offered herein are acceptable to you, please return the acceptance copy duly signed.

We welcome you to iEnergizer.

With regards,

For iEnergizer IT Services Pvt. Limited



Authorized Signatory

I have read, understood & hereby accept the appointment on the terms and conditions of employment set out in this letter and by my signature hereto, I bind myself to abide by them.

Candidate's Name Tyoti m

Signature [Handwritten Signature]

Date: 27 / 11 / 22

Compensation Statement

Name : Jyothi M

REF/SBI/17102022/0

Designation : Executive Customer Service - Operations

Department : Operations

Employee ID : T227719

Effective Date : Oct 17, 2022

As iEnergizer employee, you are currently eligible for the following, towards compensation, perquisites and benefits. The summary below helps you to understand the key elements there of :

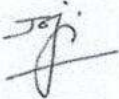
Monthly Salary Breakup (CTC):		Monthly Contribution / Deductions:	
(A) Fixed Components	Amount	(D) Employee's Deduction towards :	Amount
Basic	15100	PF Contribution 12% (if applicable)	0
HRA	0	ESI Contribution 0.75% (if applicable)	114
Special Allowance	0	Labour Welfare Fund Employee Share	0
Interim Allowance	3000	Professional Tax (PT)	0
Total (A)	18100	Total (D)	114
(B) Opportunity to Earn Components*		(E) Employer's Contribution towards	Amount
Performance Linked Incentive (PLI)*	0	PF Contribution 12% (if applicable)	0
Attendance Incentive**	0	ESI Contribution 3.25% (if applicable)	491
Retention Bonus#	0	Labour Welfare Fund Employer Share	0
Total (B)	0	Total (E)	491
(C) Others Benefits			
PF 12% (Employer's Contribution), if applicable	0		
ESI 3.25% (Employer's Contribution), if applicable	491		
Labour Welfare Fund Employer Share	0		
Medical Insurance***	0		
Accidental Insurance****	50		
Professional Tax (PT)	200		
Total (C)	741		
(CTC : A+B +C)	18841		

The PLI & Attn. Incentive component are paid separately as per the process guidelines

Note:

- TDS:** The salary will be paid subject to tax, which may be deducted as per the provisions of the Income Tax Act, 1961.
- GST:** The amount of any deduction from the salary other than the statutory deductions will be inclusive of Goods & Service Tax (GST) amount wherever it is applicable as per the prevailing rates.
- Bonus:** The payment is made to cover any payment due under the provisions of Payment of Bonus Act 1965.
- **Attendance Incentive:** Attendance Incentive shall be only payable if there is No LWP / No NCNS in the month. Attendance Incentive will be applicable post certification from the 1st of approaching month.
- *PLI:** PLI is Performance Linked Incentive; this is an average incentive amount payable in process. Incentives are payable only on meeting pre-defined criteria of the process and these are subject to change on monthly basis at the discretion of management, further detailing shall be done in process / operations after joining.
- * Headset:** The deduction to be made of Rs.2000/- against head set in two equal installments from first two consecutive month's salary. It shall be refundable at time of leaving.
- Term Insurance:** There shall be a Term Insurance of Rs. 1000000/- only for self.
- ***Medical Insurance:** There shall be Medical Insurance of Rs.250000/- per annum only for self (if applicable).
- ****Accidental Insurance:** There shall be an Accidental Insurance of Rs.1000000/- only for self.
- No salary shall be payable during training period and cannot be claimed at any point of time during or after tenure.
- Salary shall be payable from the day post successful training certification & assessment by client & trainers.
- Salary shall not be paid in case of Non Certification.
- #Retention Bonus:** Retention Bonus shall be payable after completion of one year from the date of joining.
- Gratuity** shall be paid on the exit after rendering continuous service for not less than five years.
- LWF (Labour welfare fund)** LWF deduction will be made as per the state government Act.

For iEnergizer IT Services Pvt. Limited



Authorized Signatory

Candidate's Name _____

Signature _____

Date: ____/____/____



October 3, 2022

Mr. Varun H
Bangalore

Dear Varun,

Congratulations! We are pleased to confirm that you have been selected to work for DigitalMatics Technologies. We are delighted to make you the following job offer.

The position we are offering you is Pre-Sales Executive at a monthly Gross salary of Rs. 18,367/- (Rupees Eighteen Thousand Three Hundred and Sixty-Seven Only) with an annual cost to company Rs. 220,404/- (Rupees Two Lakh Twenty Thousand Four Hundred and Four Only). In addition to the base salary, the Employee will be eligible to participate in the Company's Variable Incentive Plan, details will be communicated separately. Your working hours will be from 6:30PM – 4:30AM, Mondays to Fridays.

The other terms and conditions of your employment will be specified in your Employment Agreement.

We welcome you to DigitalMatics Family and hope it would be the beginning of a long and mutually beneficial association.

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

Sincerely,

Selva Kumar P
Executive Director

No. 3800/20/4, Axis Praha, 2nd Floor, Ranka Colony Road,
Bilekahalli, Bengaluru, Karnataka, India - 560076
Phone: 080-41692345 | www.digitalmaticstech.com

B.COM E

Appointment letter - CapitalElly

Inbox



hr@capitalelly.com 6:00 PM
to me ▾



Date: November 5th, 2022
Name: Mahenoor
Bangalore

Dear Ms. Mahenoor,

This is with reference to your application and the interviews you had with us on the 5th of November, 2022. We are pleased to offer you the position of Business Development Executive - Sales in the Banking Sales Operations of CapitalElly.

The Total Employment Cost (CTC) applicable to you is INR 210,000/- (Two Lakh Ten Thousand) per annum. Further details of your CTC package are affixed. You will be eligible to be part of the Performance Linked Bonus Plan that is designed to reward superior performance of upto INR 2,00,000.

The detailed appointment letter will be handed over to you on the date of joining

The detailed appointment letter will be handed over to you on the date of joining.

This provisional offer of appointment is subject to the following conditions:

- Your acceptance of this provisional offer.
- You join the Company latest by 7th November , 2022.
- Your submission of educational certificates, ID proof, address proof, PAN card within the next 3 days .

Kindly sign the duplicate copy of this provisional offer if you accept the terms and conditions stated above.

We are a sales organization, thus targets would be our goal. We welcome you to be a part of our organization and wish you a successful career with us.

Best Wishes
Yours sincerely,
HR Manager / Shravya v

IMCHR/OL955122

To,
Ms. Mahalakshmi K
Bangalore City

27 November 2022

Appointment Letter

Dear Mahalakshmi K,

We are delighted to offer you employment with M/s. Suvision Holdings Private Limited as **Relationship Manager - FFA - Acquisition** division. Your current engagement will be the "Work from Home" based employment. Your continued employment is contingent upon your successful execution of your responsibilities. The detailed terms and conditions of your employment will be as follows.

1. Appointment

- 1.1 The Company hereby employs you as **Relationship Manager - FFA - Acquisition** on probationary basis pursuant to and in accordance with the terms and conditions set forth in this Appointment Letter.
- 1.2 **Date of joining** - Your date of joining the company's services and commencement of employment is **28 November 2022**.
 - **Working hours and weekly off** - The working hours of the company is 9.00 AM to 6.00 PM and six-day week (Monday to Saturday). However, your working hours may vary and be fixed by the management from time to time depending upon the exigencies of the work.
- 1.3 **Place of work and transfer** - Your present place of work will be at Home. This is a permanent Work from Home opportunity until you are promoted to the next level. At the discretion of the company, you may be asked to continue your work from office in future, posted or transferred to any unit/ undertaking or establishment /division / department / branch / office of the company or to any other group of company and you shall perform such duties as may be assigned to you from time to time.
- 1.4 **Training & Certification** - a) You have to complete 6 days of virtual training followed by the certification process. Virtual training will be provided in 5 different languages i.e., Kannada, Tamil, Telugu, Malayalam & Hindi. You can choose to attend the training in your comfortable language.

SUVISION HOLDINGS PRIVATE LIMITED (CIN U67120KA2008PTC047808)

Brigade Software Park, Banashankari 2nd Stage, Bengaluru, Karnataka - 560070

Tel : 080 6941 5400, Email : contact@fffreedom.com

b) No leave will be allowed during 6 days of training period. You will not be eligible to continue with your employment, if you take any leave during the training period for any reason.

c) You will not be liable to receive training period salary in case you fail to complete 10 assessments as per your post training certification process and you will not be allowed to continue with the employment.

- 1.5 **Probationary period** - You will be on probation for a period of three months from the date of your appointment. If in the opinion of the Management, you are found suitable for the post in which you have been appointed; your services will be confirmed in writing. During the period of your probation, management can terminate this appointment in 48 hours without any notice or payment.

2. Attendance

a) Your attendance will be calculated by your morning punch in before 9 AM and evening punch out after 6 PM into the company's CRM.

b) Your attendance will also be based upon your talk time as specified below. You have to complete minimum 4 hours of talk time each day for which you have to work for minimum 8 hours a day.

Talk time achieved by calling the customers, claimed through the CRM, will only be considered for your talk time target and talk time achieved by calling your reference customers will not be considered.

Talk time completed	Days present
2 hours of talk time	Leave
Between 2-3 hours of talk time	0.5 day
Between 3-4 hours of talk time	0.75 day
>4 hours of talk time	1 day (full day present)

c) Employees who are unable to meet their employment obligations of regular, reasonable attendance and punctuality are subject to disciplinary action, up to and including termination of employment.

3. Remuneration

a) Your compensation INR 12000/- per month, is fixed and shall be based on your monthly attendance calculated as mentioned in the above clause. You will be eligible for your fixed

compensation subject to the completion of 4hrs of talk time on a daily basis. You will also be eligible for the company's daily incentive scheme which will be communicated to you by the Manager (Human Resources Department) at the time of joining the company.

b) You will be eligible for INR 3,000/- attendance allowance, in addition to your fixed salary of Rs 12000, if you are present for minimum 24 days in a Month (In case if the employee doesn't work for minimum 24 days in a month, they will not be eligible for Attendance allowances. Working days will be calculated based on the Talktime achieved

c) Your compensation will be paid on 10th of the following month after deducting applicable statutory deductions i.e., PF, PT & Gratuity, in the bank account updated by you in the company's HRM.

4. Code of Conduct

- 4.1 During the period of employment, you will serve honestly, faithfully, diligently and efficiently for the growth of the Company. You will honor your obligations under this Appointment Letter and any other agreement that you may be required to sign with the Company.
- 4.2 Your conduct will be in conformity with the code of conduct, as in force from time to time. Further, you will carry out the instructions in letter and spirit, given by your superiors and shall not disobey any instructions given.
- 4.3 You will not indulge in any unethical practices like "go slow" or non-cooperation etc.
- 4.4 You would be required to apply and maintain the highest standards of professional and personal conduct and integrity and comply with all the policies and procedures of the Company including but not limited to policies related to Confidential Information (defined hereinafter). These policies are updated on a periodical basis and may be introduced from time to time. As and when this happens, you will be notified and you will be required to comply with the same.
- 4.5 Should the need for disciplinary action be deemed necessary, this will be taken in accordance with the Company's policies and procedures.

5. Leave policy

a) Employees are expected to be punctual and dependable in order to meet the needs of the organization. Attendance and reliability are important factors in evaluating individual performance and continued employment. Your attendance will be maintained and calculated on the basis of your daily morning login before 9:00 AM and evening logout after 6:00 PM and basis of your daily talk time as defined in this letter.

B.COM



OFFER LETTER

www.intrainz.com
hr.contact@intrainz.com

NOVEMBER 16th, 2022

Dear Thanu kumar Naik R ,

We are pleased to offer you a 3 Months Internship with Intrainz Innovation Private Ltd at-will basis. Please find the following confirmation of your Internship:

Internship Start Date: 16/11/2022

Internship End Date: 16/02/2023

Your job title will be "Business Development Intern". Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this internship offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours

You will be eligible for a fixed stipend of INR ₹17,000 per month and additional variable incentives up to INR ₹ 20,000 per month for the period with deductions with regards to reaching performance targets as per the company policies. In case of low performance your stipend will be paid proportional to the revenue generated by you. As an intern you will not receive any of the employee benefits that regular employees receive. During the internship period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your internship before the end of your tenure.

Acceptance of the Candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above, with Intrainz, and will report to work on 16/11/2022.

SIGNATURE:

DATE :

We are confident that you would play a significant role in materializing the organisation's vision and hope you have an enjoyable, learning packed and a truly meaningful internship experience with Intrainz.

With Regards,

Vishnu P Nair
Head of Operations,
Intrainz Innovation Private Ltd.

Issue Date:12-07-2022

Private & Confidential
Offer-Cum-Appointment Letter

SNEHA R,
Ballur Attibele,
Anekal, Bangalore

Dear SNEHA,

Congratulations! We are very excited to have you on board!

We are pleased to make an offer to you for the position of Sales Trainee - Personal Loans - Personal Loans at Piramal Finance Sales and Service Private Limited. You shall join the company on or before 10-10-2022. If you do not join on or before the above mentioned date, this Offer Cum Appointment Letter stands withdrawn. Your initial posting will be at Hosur, Krishnagiri. You shall be governed by the terms and conditions applicable to all employees of the Company.

The details of the Salary and other terms and conditions of your employment are enclosed herewith as following:

Annexure "A" : Salary and Benefits

Annexure "B" : General Terms & Conditions of services for Managerial Personnel.

Annexure "C" : Documents required at the time of joining

All the Annexure mentioned above shall form a part and parcel of this letter. If the terms and conditions enumerated in this letter, including its annexure are acceptable to you, please confirm your acceptance by accepting the offer on the system within 3 days the date of this letter. In case no confirmation is received within the above mentioned period this letter shall be deemed to have been withdrawn.

You are required to treat this Letter and its contents as strictly confidential.

We look forward for a long, successful and pleasant association with the Company.

Sincerely yours,

For Piramal Finance Sales and Service Private Limited

Piramal Finance Sales and Service Private Limited

CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India

T +912262309400 F +912261513444

Basket of Benefits	24000	2000
Total CTC	244000	20333

Notes:

- Advance Statutory Bonus: The amount against this component will include Statutory Bonus Payment that you are entitled to under the Payment of Bonus Act, 1965 if it is applicable to you. This amount would be paid to you on a monthly basis along with your salary. This amount does not include any variable pay like Incentive, etc. if you are eligible for the same.
- Basket of Benefits is inclusive of Travel and Communication Expenses of INR 1500 which will be paid in monthly salary.
- Group Mediciam Policy with coverage of family; as per Company policy in existence and as amended from time to time.
- Group Term Life Insurance covering self, as per company policy in existence and as amended from time to time.
- Group Personal Accident Insurance covering self, as per company policy in existence and as amended from time to time.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- PF Co's contribution is 12% of Basic.
- ESIC Co's contribution is (wherever applicable) is 3.25% of Total

Annexure "B"

GENERAL TERMS AND CONDITIONS OF SERVICE FOR MANAGERIAL PERSONNEL EMPLOYED BY COMPANY

The following are the broad terms and condition of your employment at the Company. Your employment with the Company shall be subject to the policies of the Company as applicable from time to time read together with the terms of this Letter.

Compensation

You shall be paid compensation as per the details mentioned in Annexure "A" of this Letter with effect from the date of your joining.

Place of Work

Depending on the business needs of the Company, you may be required to undertake a periodic visit to the Company's other locations within or outside India. In view of the nature of our business, the Company may transfer you to different divisions, associate companies, concerns, sections, subsidiaries, entities, offices or location of Company on a temporary or permanent basis whether within or outside India at its discretion as it may consider necessary from time to time. You may be sent on deputation to any other organization anywhere in the Country or abroad which may be under the same management or under different managements.

Roles and Responsibilities

You shall properly, diligently and honestly perform all the duties, responsibilities which the Company may assign to you from time to time. For any duties performed by you not in good faith or in violation of applicable law or breach of this Letter and/or the policies of the Company, you shall be solely liable and shall reimburse the Company for any

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terms and conditions to terminate your employment; you will not be entitled to receive any such bonus/incentive (whether in cash, shares or any other form).

Annual increment will be given only to those employees who have joined the organization on or before 30th September of that particular performance year. Increments will be given on fixed pay only. Increments will be based strictly on individual and business performance. In case individual and/or business performance is not satisfactory, the Company, at its discretion can decide not to give any increment whatsoever. Your performance and contribution to the Company will be an important consideration for salary increments and promotions. Neither the promotion nor the increment can be claimed as a matter of right. The Company reserves the right to amend, change or cancel the above terms pertaining to the bonus/incentive/increment, at any time without prior notice.

Retiral benefits

You will be entitled for Provident Fund, Gratuity as per the rules applicable to Management Personnel, which may be changed from time to time.

Group Mediclaim policy

Group Mediclaim Policy is applicable to all the Management Staff working with the Company for his/her family members. Hospitalization expenses due to accidental injury or sickness will be covered. The limits of coverage would be as mentioned in the Company policy and would vary as per the management grade in which you are placed at any given time period of your service. The policy is liable to change as per the discretion of the management from time to time. Employees should refer to the policy board for changes/revisions, which may take place from time to time.

Tax

You will be fully liable for the payment of income tax on your total remuneration including bonuses/ variable pay to the income tax authorities including other such statutory dues/taxes and this will be your personal responsibility. The Company shall deduct any statutory dues/taxes from amounts paid to you, as per applicable laws.

Deductions from Annual Gross Remuneration Package

You agree that, at any time during your employment or on termination, the Company will deduct from your annual gross remuneration package any overpayment made or amounts owed by you. This includes but is not limited to any excess holiday/(leave); outstanding loans, advances, joining expenses, relocation expenses, and the cost of repairing any damage or loss to Company's property or equipment caused by you.

The Company shall be entitled to retain any and all amounts due to you including salary, remuneration, compensation and other amounts as applicable; and to adjust and deduct there from, any or all amounts due to be recoverable from or payable by you to the Company on any count.

Confidentiality

You will not either during your employment or at any time post resignation from services, use or communicate to any person, any information of a confidential nature concerning the business of the Company, or of its customer, supplier or other person having dealings with the Company, as the case may be, and which comes to your knowledge during the course of your employment other than in connection with your services to the Company.

In performing your duties, you may from time to time receive or obtain information/data/documents from the

prohibits unauthorized use or disclosure of Company's inventions and proprietary information.

Indemnity

You shall, at all times during the course of your employment in the Company (and even after the termination with respect to the terms contained herein) agree to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of any unauthorized disclosure or use of the Confidential Information by you or any person related to you that may have access to such Confidential Information through you.

Non Solicitation

This non-solicitation condition will be binding on the employee for a period of 2 years from the date of cessation/ termination of his / her services from the Company and any breach in the said condition would result in considerable damages/loss to the Company, which cannot be adequately compensable by money damages.

The Employee agrees and undertakes that in such an event the Employee shall fully indemnify and reimburse the Company to the extent of such costs (liquidated damages).

You agree that for a period of 2 years from termination or expiration of your employment with the Company, you shall not solicit or entice by any means whatsoever,

- a. Any client of the Company with whom Company is currently (during your period of employment) running a deal/mandate or any deal/mandate that became known to you during your employment at the Company.
- b. Any person of Company who was employed by the Company or any person whose name became known to you during your employment at the Company in any office and in any capacity.
- c. You shall not work at the capacity of Executive or Non-Executive member of the board of the Company supplier, vendor or partner.
- d. Your agreement "not to solicit" means that you will not, initiate any contact or communication of any kind whatsoever, for the purposes of inviting, encouraging or requesting any deal/mandate/account/person to transfer from the Company to you or to your new employer or to any other person or entity; or to enter into a new deal/mandate with you or your new employer or with any other person or entity; or to otherwise discontinue its patronage and business relationship with the Company.

Medical Fitness & Verification of Particulars

Your appointment is subject to:

- a. You being medically fit and continuing to remain fit thereafter. Company has the right to get you medically examined by any certified medical practitioner during the period of your service. If, from such examination, the Company is of the opinion that continuance of your service is medically not advisable or that you are not in a position to discharge your duty satisfactorily or you are found to be incapacitated from performing your duties, the Company may terminate your services on the grounds of continued ill-health.
- b. Satisfactory verification of your character, antecedents and testimonials through reference checks or background screening. In case particulars mentioned in your application / Curriculum Vitae / Resume are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

code it will lead to breach of trust between employer and employee relationship and your services will be terminated on the date of such judicial pronouncement.

Warranty

You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment, or any of them, in accordance with the terms and conditions of this Letter.

Data Protection

The Company may be required to process, transfer and store your personal and sensitive data in any of the other Company locations. By signing this Letter, you acknowledge and agree that the Company and Company Human Resources Department (HR) is permitted to hold personal information about you as part of our personnel and other business records and that the Company and Company HR may use such information in the course of its business. You agree that the Company and Company HR may disclose such information to third parties in the event that such disclosure is in our view required for the proper conduct of our business or that of any associated Company. This clause applies to information held, used or disclosed in any medium.

Normal Retirement Age

You will retire on attaining the age of 58 years. Your date of birth as given by you, with the Company is recorded as and the same shall be treated as authoritative and final in the records of the Company. The same will remain unchanged and as a condition of employment you will automatically retire at the end of the month in which you attain the superannuation age and that no further notice whatsoever to you will be necessary in this regard. No request for change in date of birth will be entertained during the period of your service.

Notice of Resignation/Termination

During Probation: 15 Days notice on either side with the Company retaining the right to pay salary in lieu of the notice if so required. The payment in lieu of notice will be calculated on your Basic Salary. However, based on your performance during the probation period, the Company reserves the right to reduce/dispense with or extend the probationary period at its sole discretion or terminate your service with immediate effect, without giving any notice or assigning any reasons.

Post Confirmation: Thirty Days notice on either side with the Company retaining the right to pay salary in lieu of the notice. The payment in lieu of notice will be calculated on your Basic Salary.

The Company reserves its right to dispense with the notice period and/or part thereof in its sole discretion by accepting your resignation with immediate effect i.e. even before the last date of working/resignation mentioned in the resignation letter. In such an event you shall be paid salary calculated on your Basic Salary for the notice period and/or part thereof.

If at any time, in the opinion of the Management, you are found guilty of indiscipline, dishonesty, disobedience, disorderly behaviour, moral turpitude, theft, fraud or violation of the Code of Business Conduct or withholding of any information in the application form or any other form of misconduct, in ordinary parlance negligence or acted in a manner detrimental to the interests of the Company, your services are liable for termination with immediate effect and in this case notice pay will not be payable by the Company.

Piramal Finance Sales and Service Private Limited

CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India

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security pass and/or identity card, Company sponsored credit cards, any premises and/or car(s) etc. and you must not retain any copies, extract or reproductions of all or any part of that property or confidential information.

c. You will continue to be bound by your employment obligations to the Company relating to the Company's confidential information and Intellectual Property Rights (as defined in this Letter);

d. You must not make any statements (whether orally or in writing) or do anything which might damage the reputation and/or business of the Company or interfere with the Company's relationships with its clients and customers; and

e. You must not thereafter represent yourself as an employee of the Company in any manner whatsoever.

f. Not to solicit any employee of the Company directly or indirectly after cessation or termination of his / her employment from the Company.

Background Verification Check

The offer described above is subject to satisfactory completion of background verification as the Company may consider necessary. As part of this process we may ask you for some information / documents and non-submission of such information / documents from your side might affect the results of this verification. The Company may withdraw this offer without any obligation whatsoever in case your background verification report is found to be unsatisfactory.

Other terms and conditions

a. In addition to the terms and conditions of employment herein above mentioned, you shall also observe and comply with and shall be bound by any rules, regulations and procedures which the Company may from time to time separately frame for observance and compliance by its officers and which would be communicated by the Company to you as and when required.

b. You will, unless prevented by ill health or accident and save while on approved leave, devote the whole of your time, attention and abilities to the business of the Company.

c. You will be true and faithful to the Company in all your accounts, dealings and transactions whatsoever relating to the business of the Company, and shall, at all times, when required, render a true and just account thereof to the Company or to such persons as shall be so authorized by the Company.

d. In case of your overstaying the sanctioned leave or for any absence without permission for more than 10 calendar days, you shall lose lien on your services and it will be considered you have voluntarily abandoned from the service and the Company will be entitled to strike off your name from its rolls without any reference to you.

e. As Company we give utmost importance to Safety, Quality and Environmental laws. In your area you will be responsible for observance/implementation of the same.

f. It will be your duty to intimate in writing to the management whenever there is any change of your residential address.

Annexure "C"

List of documents to be carried at the time of joining:

Background Verification documents:

- S.S.C. Mark sheet, HSC Mark sheet, Graduation, Post-Graduation Mark Sheet & Certificates in original together with a set of self-attested Xerox copies.
- Relieving from previous employers as mentioned in your CV
- Last 3 months salary slips from previous employer
- Updated CV
- Document Proof for Date of Birth

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Issue Date:09-07-2022

Private & Confidential
Offer-Cum-Appointment Letter

BHAGYALAKSHMI R,

Doddanagamangala,

Electronic city,

Bangalore-560100, Karnataka - 560100

Dear BHAGYALAKSHMI,

Congratulations! We are very excited to have you on board!

We are pleased to make an offer to you for the position of Sales Trainee - Used Cars - Used Car at Piramal Finance Sales and Service Private Limited. You shall join the company on or before 10-10-2022. If you do not join on or before the above mentioned date, this Offer Cum Appointment Letter stands withdrawn. Your initial posting will be at Bengaluru - Kengeri, Hubli. You shall be governed by the terms and conditions applicable to all employees of the Company.

The details of the Salary and other terms and conditions of your employment are enclosed herewith as following:

Annexure "A" : Salary and Benefits

Annexure "B" : General Terms & Conditions of services for Managerial Personnel.

Annexure "C" : Documents required at the time of joining

All the Annexure mentioned above shall form a part and parcel of this letter. If the terms and conditions enumerated in this letter, including its annexure are acceptable to you, please confirm your acceptance by accepting the offer on the system within 3 days the date of this letter. In case no confirmation is received within the above mentioned period this letter shall be deemed to have been withdrawn.

You are required to treat this Letter and its contents as strictly confidential.

We look forward for a long, successful and pleasant association with the Company.

Esic	6343	529
Total Fixed Pay	220000	18333
Basket of Benefits	24000	2000
Total CTC	244000	20333

Notes:

-Advance Statutory Bonus: The amount against this component will include Statutory Bonus Payment that you are entitled to under the Payment of Bonus Act, 1965 if it is applicable to you. This amount would be paid to you on a monthly basis along with your salary. This amount does not include any variable pay like Incentive etc. if you are eligible for the same.

-Basket of Benefits is inclusive of Travel and Communication Expenses of INR 1500 which will be paid in monthly salary.

-Group Mediciam Policy with coverage of family, as per Company policy in existence and as amended from time to time.

-Group Term Life Insurance covering self, as per company policy in existence and as amended from time to time.

-Group Personal Accident Insurance covering self, as per company policy in existence and as amended from time to time.

-Gratuity will be applicable as per the Payment of Gratuity Act.

-PF Co's contribution is 12% of Basic.

-ESIC Co's contribution is (wherever applicable) is 3.25% of Total

Annexure "B"

GENERAL TERMS AND CONDITIONS OF SERVICE FOR MANAGERIAL PERSONNEL EMPLOYED BY COMPANY

The following are the broad terms and condition of your employment at the Company. Your employment with the Company shall be subject to the policies of the Company as applicable from time to time read together with the terms of this Letter.

Compensation

You shall be paid compensation as per the details mentioned in Annexure "A" of this Letter with effect from the date of your joining.

Place of Work

Depending on the business needs of the Company, you may be required to undertake a periodic visit to the Company's other locations within or outside India. In view of the nature of our business, the Company may transfer you to different divisions, associate companies, concerns, sections, subsidiaries, entities, offices or location of Company on a temporary or permanent basis whether within or outside India at its discretion as it may consider necessary from time to time. You may be sent on deputation to any other organization anywhere in the Country or abroad which may be under the same management or under different managements.

Roles and Responsibilities

Piramal Finance Sales and Service Private Limited
 CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India
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The exercise of discretion to pay a bonus/incentive in one financial year shall not bind the Company or act as a precedent for the exercise of discretion in any other financial year. If, on or before the date when a bonus/incentive might otherwise have been payable, your employment has terminated or either party has given notice under these terms and conditions to terminate your employment, you will not be entitled to receive any such bonus/incentive (whether in cash, shares or any other form).

Annual increment will be given only to those employees who have joined the organization on or before 30th September of that particular performance year. Increments will be given on fixed pay only. Increments will be based strictly on individual and business performance. In case individual and/or business performance is not satisfactory, the Company, at its discretion can decide not to give any increment whatsoever. Your performance and contribution to the Company will be an important consideration for salary increments and promotions. Neither the promotion nor the increment can be claimed as a matter of right. The Company reserves the right to amend, change or cancel the above terms pertaining to the bonus/incentive/increment, at any time without prior notice.

Retiral benefits

You will be entitled for Provident Fund, Gratuity as per the rules applicable to Management Personnel, which may be changed from time to time.

Group Mediclaim policy

Group Mediclaim Policy is applicable to all the Management Staff working with the Company for his/her family members. Hospitalization expenses due to accidental injury or sickness will be covered. The limits of coverage would be as mentioned in the Company policy and would vary as per the management grade in which you are placed at any given time period of your service. The policy is liable to change as per the discretion of the management from time to time. Employees should refer to the policy board for changes/revisions, which may take place from time to time.

Tax

You will be fully liable for the payment of income tax on your total remuneration including bonuses/ variable pay to the income tax authorities including other such statutory dues/taxes and this will be your personal responsibility. The Company shall deduct any statutory dues/taxes from amounts paid to you, as per applicable laws.

Deductions from Annual Gross Remuneration Package

You agree that, at any time during your employment or on termination, the Company will deduct from your annual gross remuneration package any overpayment made or amounts owed by you. This includes but is not limited to any excess holiday/(leave), outstanding loans, advances, joining expenses, relocation expenses, and the cost of repairing any damage or loss to Company's property or equipment caused by you.

The Company shall be entitled to retain any and all amounts due to you including salary, remuneration, compensation and other amounts as applicable; and to adjust and deduct there from, any or all amounts due to be recoverable from or payable by you to the Company on any count.

Confidentiality

You will not either during your employment or at any time post resignation from services, use or communicate to any person, any information of a confidential nature concerning the business of the Company, or of its customer, supplier or other person having dealings with the Company, as the case may be, and which comes to your knowledge during

broadcasting, routing or any other misuse of the third party Intellectual Property by you is strictly prohibited and will constitute grounds for immediate termination of employment.

You shall execute and comply with the proprietary information and inventions agreement with the Company, which prohibits unauthorized use or disclosure of Company's inventions and proprietary information.

Indemnity

You shall, at all times during the course of your employment in the Company (and even after the termination with respect to the terms contained herein) agree to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of any unauthorized disclosure or use of the Confidential Information by you or any person related to you that may have access to such Confidential Information through you.

Non Solicitation

This non-solicitation condition will be binding on the employee for a period of 2 years from the date of cessation/termination of his / her services from the Company and any breach in the said condition would result in considerable damages/loss to the Company, which cannot be adequately compensable by money damages.

The Employee agrees and undertakes that in such an event the Employee shall fully indemnify and reimburse the Company to the extent of such costs (liquidated damages).

You agree that for a period of 2 years from termination or expiration of your employment with the Company, you shall not solicit or entice by any means whatsoever,

a. Any client of the Company with whom Company is currently (during your period of employment) running a deal/mandate or any deal/mandate that became known to you during your employment at the Company.

b. Any person of Company who was employed by the Company or any person whose name became known to you during your employment at the Company in any office and in any capacity.

c. You shall not work at the capacity of Executive or Non-Executive member of the board of the Company supplier, vendor or partner.

d. Your agreement "not to solicit" means that you will not, initiate any contact or communication of any kind whatsoever, for the purposes of inviting, encouraging or requesting any deal/mandate/account/person to transfer from the Company to you or to your new employer or to any other person or entity; or to enter into a new deal/mandate with you or your new employer or with any other person or entity; or to otherwise discontinue its patronage and business relationship with the Company.

Medical Fitness & Verification of Particulars

Your appointment is subject to:

a. You being medically fit and continuing to remain fit thereafter. Company has the right to get you medically examined by any certified medical practitioner during the period of your service. If, from such examination, the Company is of the opinion that continuance of your service is medically not advisable or that you are not in a position to discharge your duty satisfactorily or you are found to be incapacitated from performing your duties, the Company may terminate your services on the grounds of continued ill-health.

b. Satisfactory verification of your character, antecedents and testimonials through reference checks or background

Violation of any of these rules, regulations, laws or provisions may result in the immediate termination of your employment.

In case you are convicted by Judicial Authority under Civil Procedure code, Criminal Procedure code or Indian Penal code it will lead to breach of trust between employer and employee relationship and your services will be terminated on the date of such judicial pronouncement.

Warranty

You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment, or any of them, in accordance with the terms and conditions of this Letter.

Data Protection

The Company may be required to process, transfer and store your personal and sensitive data in any of the other Company locations. By signing this Letter, you acknowledge and agree that the Company and Company Human Resources Department (HR) is permitted to hold personal information about you as part of our personnel and other business records and that the Company and Company HR may use such information in the course of its business. You agree that the Company and Company HR may disclose such information to third parties in the event that such disclosure is in our view required for the proper conduct of our business or that of any associated Company. This clause applies to information held, used or disclosed in any medium.

Normal Retirement Age

You will retire on attaining the age of 58 years. Your date of birth as given by you, with the Company is recorded as and the same shall be treated as authoritative and final in the records of the Company. The same will remain unchanged and as a condition of employment you will automatically retire at the end of the month in which you attain the superannuation age and that no further notice whatsoever to you will be necessary in this regard. No request for change in date of birth will be entertained during the period of your service.

Notice of Resignation/Termination

During Probation: 15 Days notice on either side with the Company retaining the right to pay salary in lieu of the notice if so required. The payment in lieu of notice will be calculated on your Basic Salary. However, based on your performance during the probation period, the Company reserves the right to reduce/dispense with or extend the probationary period at its sole discretion or terminate your service with immediate effect, without giving any notice or assigning any reasons.

Post Confirmation: Thirty Days notice on either side with the Company retaining the right to pay salary in lieu of the notice. The payment in lieu of notice will be calculated on your Basic Salary.

The Company reserves its right to dispense with the notice period and/or part thereof in its sole discretion by accepting your resignation with immediate effect i.e. even before the last date of working/resignation mentioned in the resignation letter. In such an event you shall be paid salary calculated on your Basic Salary for the notice period and/or part thereof.

If at any time, in the opinion of the Management, you are found guilty of indiscipline, dishonesty, disobedience, disorderly behaviour, moral turpitude, theft, fraud or violation of the Code of Business Conduct or withholding of any

Upon termination of your employment for any reason whatsoever, You shall:

- a. Automatically vacate all offices held by you as a result of your employment with the Company;
- b. Immediately hand over to us the Company's property including but not limited to all papers, laptops, documents, security pass and/or identity card, Company sponsored credit cards, any premises and/or car(s) etc. and you must not retain any copies, extract or reproductions of all or any part of that property or confidential information.
- c. You will continue to be bound by your employment obligations to the Company relating to the Company's confidential information and Intellectual Property Rights (as defined in this Letter);
- d. You must not make any statements (whether orally or in writing) or do anything which might damage the reputation and/or business of the Company or interfere with the Company's relationships with its clients and customers; and
- e. You must not thereafter represent yourself as an employee of the Company in any manner whatsoever.
- f. Not to solicit any employee of the Company directly or indirectly after cessation or termination of his / her employment from the Company.

Background Verification Check

The offer described above is subject to satisfactory completion of background verification as the Company may consider necessary. As part of this process we may ask you for some information / documents and non-submission of such information / documents from your side might affect the results of this verification. The Company may withdraw this offer without any obligation whatsoever in case your background verification report is found to be unsatisfactory.

Other terms and conditions

- a. In addition to the terms and conditions of employment herein above mentioned, you shall also observe and comply with and shall be bound by any rules, regulations and procedures which the Company may from time to time separately frame for observance and compliance by its officers and which would be communicated by the Company to you as and when required.
- b. You will, unless prevented by ill health or accident and save while on approved leave, devote the whole of your time, attention and abilities to the business of the Company.
- c. You will be true and faithful to the Company in all your accounts, dealings and transactions whatsoever relating to the business of the Company; and shall, at all times, when required, render a true and just account thereof to the Company or to such persons as shall be so authorized by the Company.
- d. In case of your overstaying the sanctioned leave or for any absence without permission for more than 10 calendar days, you shall lose lien on your services and it will be considered you have voluntarily abandoned from the service and the Company will be entitled to strike off your name from its rolls without any reference to you.
- e. As Company we give utmost importance to Safety, Quality and Environmental laws. In your area you will be responsible for observance/implementation of the same.
- f. It will be your duty to intimate in writing to the management whenever there is any change of your residential address.

Annexure "C"

List of documents to be carried at the time of joining :

Background Verification documents :

- S.S.C. Mark sheet, HSC Mark sheet, Graduation, Post-Graduation Mark Sheet & Certificates in original together with a set of self-attested Xerox copies.
- Relieving from previous employers as mentioned in your CV

Piramal Finance Sales and Service Private Limited

CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India

T +912262309400 F +912261513444



Placement Cell <placement@sfscollege.in>

Joining Confirmation from Big Faction

1 message

HR Big Faction <hr@bigfaction.com>

To: balaram29092001@gmail.com

Cc: Placement Cell <placement@sfscollege.in>

Thu, Jul 14, 2022 at 1:26 PM

Hi Balaraman E,
Contact - 9741672909

Greetings from **Big Faction** Consultancy Private Limited !!!!

Joining Confirmation

Location: BANGALORE

Annexure:

Company refers to Big Faction Consultancy Private Limited.
Trainee / Employee refers to Person receiving and replying to mail.

To maintain confidentiality of the Company and trainee relation, the information present in this mail should be considered as **private** and **confidential** (Verbal or Electronic Medium). It should not be transferred to anyone/employee rather than the person receiving the mail. **Consequences**, if found guilty, will be immediate release of the person and legal action might be taken by the company.

1. After careful consideration, we are pleased to announce that we have decided to offer you the position of **Unpaid (7 Days)** for the Company.
2. After successfully completing the unpaid training of 7 days, **you might be asked to continue or discontinue** according to your performance in unpaid-training of 7 days.

3.

Salary Break Up	Monthly	Yearly
Total CTC all inclusive	16,000	192,000
Total CTC Excluding ESIC and PF	14,645	175,744
Particulars	Monthly	Yearly
Basic Salary	7,323	87,872
House Rent Allowance	2,929	35,149
Special Allowance	4,394	52,723
Total CTC before employer contribution to ESIC and PF	14,645	175,744
Company's Contribution to ESIC	476	5,712
Company's Contribution to PF	879	10,545
Total	16,000	192,000

In hand salary computation for employees	Amount (in INR)
Monthly Salary	14,645
Less: Professional Tax	0
Less: Employee's share of ESI	110



Placement Cell <placement@sfscollege.in>

Joining Confirmation from Big Faction

1 message

HR Big Faction <hr@bigfaction.com>

To: supisupriya2001@gmail.com

Cc: Placement Cell <placement@sfscollege.in>

Thu, Jul 14, 2022 at 1:35 PM

Hi Supriya N,
Contact - 9655968987

Greetings from **Big Faction** Consultancy Private Limited !!!!

Joining Confirmation

Location: BANGALORE

Annexure:

Company refers to Big Faction Consultancy Private Limited.
Trainee / Employee refers to Person receiving and replying to mail.

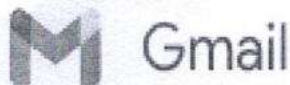
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Monthly Salary	14,645
Less: Professional Tax	0
Less: Employee's share of ESI	110



Placement Cell <placement@sfscollege.in>

Joining Confirmation from Big Faction

1 message

HR Big Faction <hr@bigfaction.com>

Fri, Jul 15, 2022 at 4:23 PM

To: amritajena43@gmail.com

Cc: Placement Cell <placement@sfscollege.in>

Hi Amrita Jena,
Contact - 9019208595

Greetings from **Big Faction Consultancy Private Limited** !!!!

Joining Confirmation

Location: BANGALORE

Annexure:

Company refers to Big Faction Consultancy Private Limited.
Trainee / Employee refers to Person receiving and replying to mail.

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Snap2Insight India Private Limited
3rd Floor, Urban Vault 1608,
Opp BMTC Bus Depot
7th Cross, Sector-1, HSR Layout,
Bangalore, Karnataka, 560102



SNAP2INSIGHT

29 July 2022

Pavankalyan Mallesh
1/35, Patthur, Binnamangalam,
Krishnagiri, Tamil Nadu - 635 118

Dear Pavan,

We are pleased to offer you an opportunity to intern with **Snap2Insight India Private Limited**, a private limited company incorporated under the Companies Act, 2013 ("Snap2Insight" or the "Company") having its registered office at NR Towers, 19th Main, 17th Cross, Sector 4, HSR Layout, Bangalore – 560102, pursuant to the terms and conditions set out in this Offer Letter and Internship Agreement ("**Agreement**").

Please note that the terms of internship detailed in this document are strictly confidential. These contents should not be disclosed to third parties without the prior written approval of the Company.

Terms and Conditions

1. Position, Location and Term of Internship

You will be employed by the Company as a **Analyst - Intern** and will be working out of **Bangalore office** of the Company during the term of this internship. This internship will be for thirteen (13) weeks, starting **01 Aug, 2022** (the "Start Date") and ending on **31 Oct, 2022** (the "End Date").

During the term of this internship, you will be governed by the rules, regulations and other Company policies (together the "Company Policy") of Snap2Insight as applicable, enforced, amended or altered from time to time during the course of your internship. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable from time to time.

2. Stipend and Benefits

You will be paid a fixed monthly **stipend of Indian Rupees Twenty Thousand (INR 20,000.00)**, which will be paid at the end of every month of your internship subject to applicable tax deductions and prorated for days worked in the month.

3. Nature of Internship

This is a whole-time internship with the Company and you shall devote yourself exclusively to the business of the company during the term of this internship. You will be eligible for a total of **5 days of paid leave** during the term of internship.

4. Rules and Regulations

Your work in the organization will be subject to the rules and regulations and such other practices, systems, procedures and policies, framed, amended, modified or omitted by the Company from time to time in relation to conduct, discipline and other matters.

Snap2Insight India Private Limited
3rd Floor, Urban Vault 1608,
Opp BMTC Bus Depot
7th Cross, Sector-1, HSR Layout,
Bangalore, Karnataka, 560102

**SNAP2INSIGHT****Jagadish B**

29 July 2022

#89 New Vinayaka Layout behind Gardinia Layout
Doddanagamangala, Bangalore - 560100

Dear Jagadish,

We are pleased to offer you an opportunity to intern with **Snap2Insight India Private Limited**, a private limited company incorporated under the Companies Act, 2013 ("Snap2Insight" or the "Company") having its registered office at NR Towers, 19th Main, 17th Cross, Sector 4, HSR Layout, Bangalore – 560102, pursuant to the terms and conditions set out in this Offer Letter and Internship Agreement ("**Agreement**").

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Your work in the organization will be subject to the rules and regulations and such other practices, systems, procedures and policies, framed, amended, modified or omitted by the Company from time to time in relation to conduct, discipline and other matters.

Date: 12-08-2022

Applicant ID : Gunashekar_3_93649
Name : Gunashekar R
Location : BANGALORE

OFFER LETTER

Dear **Gunashekar R**

Thank you for your interest in Adecco.

Based on your resume and the interview you had with us, we are pleased to make you an offer of employment as **Retail Executive** on deputation to our client **DHL Express India Pvt. Ltd.** on fixed term contract, for the remuneration as offered and agreed by us (details given below). The Management reserves the right to bifurcate or merge the allowances in basic salary.

The Net Salary (In Hand) offered to you is **Rs 17200.00 only per month**; detailed breakup is enclosed.

The management reserves the right to utilize your services on deputation to our clients on fixed term contract, anywhere in India, through our branch offices, either in existence or which may come into existence. Your initial place of posting will be at **BANGALORE**. However, you may be required to report to our Branch Office (address mentioned at the top right corner of this letter), to complete your joining formalities, in the event you have not been able to follow our digital process

This employment offer is subject to:

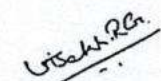
- a) The information provided by you in your resume and interviews are correct and valid.
- b) This offer is valid till your expected DOJ, i.e., **16-08-2022**. If you do not join us by the stipulated date, this offer is deemed invalid. Your formal appointment letter will be issued at the time of your joining, subject to receipt of various mandatory documents, as per list given below.
 - Aadhar card as Proof of Identity, Date of Birth and Address.
 - Educational certificates
 - ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
 - PAN Card, Bank A/C details with proof
 - Passport size photograph
 - Experience certificates and relieving letter from your previous employer (if applicable).
 - Proof of your last drawn salary (if applicable)

Please note that any claims based on alleged verbal promises by any authority in the organization are not a part of this letter and will not be entertained in future.

We look forward for you to join our organization at the earliest.

With warm regards,

Adecco India Pvt. Ltd.



Visakh R G
Head - Onboarding



Simi Chacko
Manager - Onboarding

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Consent letter

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

CONSENT LETTER

- Adecco India ("Adecco") may collect, use or disclose the Personal Data which you provide to Adecco India for the Purpose described in the Adecco's Data Privacy Policy (<https://www.adecco.co.in/privacy-policy/>) ("Adecco Policy") including the provision of Services, storage, analytical or dispute resolution purposes, as well as, to comply with applicable laws, regulations and Adecco's internal policies. Capitalized terms used in this form and not expressly defined shall have the same meaning as set out in the Adecco Policy.
- Adecco may also share your Personal Data with Adecco's employees, officers, directors, clients (and its agents), Suppliers or third party vendors (IT, financial and legal advisors), or any statutory authorities and/or to any other Adecco affiliates, based locally or abroad, in order to reasonably achieve the Purpose. In any case, transfers to third parties will strictly be on a need to know basis, in order to comply with contractual or legal obligations.
- Adecco will handle, maintain and store your Personal Data - for a limited period of time, in compliance with Adecco Policy and the applicable laws and regulations.
- Adecco relies on your Personal Data to achieve the Purpose; hence, you warrant that the Personal Data you provide is accurate, correct and complete. If you wish to correct, update or delete your Personal Data, you may contact Adecco's Data Protection Officer at legal.India@adecco.com.
- You are entitled to withdraw this consent at any time by giving notice to the Adecco's Data Protection Officer. You acknowledge that such withdrawal shall apply prospectively and only affect Adecco's future use or disclosure of your Personal Data.
- If you have any queries regarding Adecco's treatment of your Personal Data, this consent form or any related matter, you may refer to Adecco's Data Protection Officer at: legal.India@adecco.com
- For any government welfare scheme Aadhar is mandatory. Accordingly by signing this explicit consent letter you hereby allow Adecco to collect your Aadhar card/details. This will enable Adecco to link your Aadhar details to welfare schemes like ESI, EPFO etc. If you have any issue in sharing the details please specify the reasons in writing.
- You acknowledge that you have read and understood this consent and the Adecco Policy and provide your express consent to the collection, use and disclosure of your Personal Data as therein described.

Name: _____

Signature & Date: _____

112799033

oskarthi

Bangalore

LETTER OF CONTRACT EXTENSION

Dear **Karthik Kumar S,**

Further to the appointment letter dated **July 12, 2022**, we are pleased to extend your fixed term contract of employment on the following terms and conditions:

1. Your extended contract of employment will start from **July 12, 2022** to **October 09, 2022** ("Term") as **ALFA Associate**. You acknowledge that the Contract has been extended because of a current and running project of **NOVHO CAREERS PVT LTD**. Notwithstanding the Term of the extension, in the event of the project/work for which the contract has been extended comes to an end for any reason whatsoever, this Contract shall automatically terminate. In other words, this extension is co-terminus with the current project/work of **NOVHO CAREERS PVT LTD**.
2. Notwithstanding anything contained hereinabove, this extension letter may be further extended for such Term and on such conditions as may be mutually agreed between us.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the management to any of site pertaining or incidental to the client's business.
4. Both the parties have the right to terminate the contract by giving the other party a prior notice of **7 days** or an amount to wages for said notice period. In the event of the employee terminating the contract without an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. For contract duration more than 45 days: The employment agreement shall be deemed to be terminated by You in case of continuous absenteeism for 3 or more days or absenteeism for 5 or days on 3 or more different occasions without intimation in any two consecutive months. In such an event, **NOVHO CAREERS PVT LTD**, shall be at liberty to seek damages or such other amount as may become payable under the employment agreement. The employment agreement shall be automatically terminated by You in case of continuous or intermittent absenteeism for 3 or more days without intimation during your contract duration. In such an event, **NOVHO CAREERS PVT LTD**, shall be at liberty to seek damages or such other amount as may become payable under the employment agreement.
5. In the event of conflict between the terms of Fixed Term Contract and this Extension Letter, the terms of this Extension Letter shall prevail.

6. It is agreed upon by both the parties that, the second party shall not be entitled to be paid wages for the period of absence from work without a prior approval of leave

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

For **NOVHO CAREERS PVT LTD**

I hereby accept the above-mentioned terms and conditions.

Name: Karthik Kumar S

Signature: Karthik Kumar S

Place:

Date:

112673410

vijaykrd

Bangalore

LETTER OF CONTRACT EXTENSION

Dear Vijay Kumar K,

Further to the appointment letter dated **June 11, 2022**, we are pleased to extend your fixed term contract of employment on the following terms and conditions:

1. Your extended contract of employment will start from **June 11, 2022 to September 10, 2022** ("Term") as **WA - ALFA - Receive**. You acknowledge that the Contract has been extended because of a current and running project of **Global Innovsource Solutions**. Notwithstanding the Term of the extension, in the event of the project/work for which the contract has been extended comes to an end for any reason whatsoever, this Contract shall automatically terminate. In other words, this extension is co-terminus with the current project/work of **Global Innovsource Solutions**.
2. Notwithstanding anything contained hereinabove, this extension letter may be further extended for such Term and on such conditions as may be mutually agreed between us.
3. During the period of fixed contract, your services could be deputed at the sole discretion of the management to any of site pertaining or incidental to the client's business.
4. Both the parties have the right to terminate the contract by giving the other party a prior notice of **days** or an amount to wages for said notice period. In the event of the employee terminating the contract without and amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. For contract duration more than 45 days: The employment agreement shall be deemed to be terminated by You in case of continuous absenteeism for 3 or more days or absenteeism for 5 or days on 3 or more different occasions without intimation in any two consecutive months. In such an event, **Global Innovsource Solutions**, shall be at liberty to seek damages or such other amount as may become payable under the employment agreement. The employment agreement shall be automatically terminated by You in case of continuous or intermittent absenteeism for 3 or more days without intimation during your contract duration. In such an event, **Global Innovsource Solutions**, shall be at liberty to seek damages or such other amount as may become payable under the employment agreement.

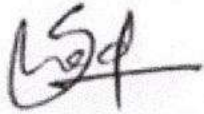
5. In the event of conflict between the terms of Fixed Term Contract and this Extension Letter, the terms of this Extension Letter shall prevail.

6. It is agreed upon by both the parties that, the second party shall not be entitled to be paid wages for the period of absence from work without a prior approval of leave

Here's wishing you the very best in your assignment with us and as a token of your understanding and accepting the above terms and conditions, you are requested to sign the duplicate copy of this letter and return to us within a day.

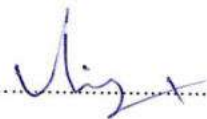
With warm regards,

For **Global Innovsource Solutions**



I hereby accept the above-mentioned terms and conditions.

Name: Vijay Kumar, K.
Place: E-City, bangalore

Signature: 
Date:

Issue Date:12-07-2022

Private & Confidential
Offer-Cum-Appointment Letter

MANIKANDAN M,
3/758 Bharthi Nagar,
8th Cross Arasanatti Mookandapalli (po)
Hosur

Dear MANIKANDAN,

Congratulations! We are very excited to have you on board!

We are pleased to make an offer to you for the position of Sales Trainee - Personal Loans - Personal Loans at Piramal Finance Sales and Service Private Limited. You shall join the company on or before 10-10-2022. If you do not join on or before the above mentioned date, this Offer Cum Appointment Letter stands withdrawn. Your initial posting will be at Hosur, Krishnagiri #*Office Address*#. You shall be governed by the terms and conditions applicable to all employees of the Company.

The details of the Salary and other terms and conditions of your employment are enclosed herewith as following:

- Annexure "A" : Salary and Benefits
- Annexure "B" : General Terms & Conditions of services for Managerial Personnel
- Annexure "C" : Documents required at the time of joining

All the Annexure mentioned above shall form a part and parcel of this letter. If the terms and conditions enumerated in this letter, including its annexure are acceptable to you, please confirm your acceptance by accepting the offer on the system within 3 days the date of this letter. In case no confirmation is received within the above mentioned period this letter shall be deemed to have been withdrawn.

You are required to treat this Letter and its contents as strictly confidential;

We look forward for a long, successful and pleasant association with the Company.

Sincerely yours,

Piramal Finance Sales and Service Private Limited
CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India
T +912262309400 F +912261513444

Basket of Benefits	24000	2000
Total CTC	244000	20333

Notes:

- Advance Statutory Bonus: The amount against this component will include Statutory Bonus Payment that you are entitled to under the Payment of Bonus Act, 1965 if it is applicable to you. This amount would be paid to you on a monthly basis along with your salary. This amount does not include any variable pay like Incentive-etc. If you are eligible for the same.
- Basket of Benefits is inclusive of Travel and Communication Expenses of INR 1500 which will be paid in monthly salary.
- Group Mediciam Policy with coverage of family, as per Company policy in existence and as amended from time to time.
- Group Term Life Insurance covering self, as per company policy in existence and as amended from time to time.
- Group Personal Accident Insurance covering self, as per company policy in existence and as amended from time to time.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- PF Co's contribution is 12% of Basic.
- ESIC Co's contribution is (wherever applicable) is 3.25% of Total

Annexure "B"

GENERAL TERMS AND CONDITIONS OF SERVICE FOR MANAGERIAL PERSONNEL EMPLOYED BY COMPANY

The following are the broad terms and condition of your employment at the Company. Your employment with the Company shall be subject to the policies of the Company as applicable from time to time read together with the terms of this Letter.

Compensation

You shall be paid compensation as per the details mentioned in Annexure "A" of this Letter with effect from the date of your joining.

Place of Work

Depending on the business needs of the Company, you may be required to undertake a periodic visit to the Company's other locations within or outside India. In view of the nature of our business, the Company may transfer you to different divisions, associate companies, concerns, sections, subsidiaries, entities, offices or location of Company on a temporary or permanent basis whether within or outside India at its discretion as it may consider necessary from time to time. You may be sent on deputation to any other organization anywhere in the Country or abroad which may be under the same management or under different managements.

Roles and Responsibilities

You shall properly, diligently and honestly perform all the duties, responsibilities which the Company may assign to you from time to time. For any duties performed by you not in good faith or in violation of applicable law or breach of this Letter and/or the policies of the Company, you shall be solely liable and shall reimburse the Company for any

terms and conditions to terminate your employment, you will not be entitled to receive any such bonus/incentive (whether in cash, shares or any other form).

Annual increment will be given only to those employees who have joined the organization on or before 30th September of that particular performance year. Increments will be given on fixed pay only. Increments will be based strictly on individual and business performance. In case individual and/or business performance is not satisfactory, the Company, at its discretion can decide not to give any increment whatsoever. Your performance and contribution to the Company will be an important consideration for salary increments and promotions. Neither the promotion nor the increment can be claimed as a matter of right. The Company reserves the right to amend, change or cancel the above terms pertaining to the bonus/incentive/increment, at any time without prior notice.

Retiral benefits

You will be entitled for Provident Fund, Gratuity as per the rules applicable to Management Personnel, which may be changed from time to time.

Group Mediciclaim policy

Group Mediciclaim Policy is applicable to all the Management Staff working with the Company for his/her family members. Hospitalization expenses due to accidental injury or sickness will be covered. The limits of coverage would be as mentioned in the Company policy and would vary as per the management grade in which you are placed at any given time period of your service. The policy is liable to change as per the discretion of the management from time to time. Employees should refer to the policy board for changes/revisions, which may take place from time to time.

Tax

You will be fully liable for the payment of income tax on your total remuneration including bonuses/ variable pay to the income tax authorities including other such statutory dues/taxes and this will be your personal responsibility. The Company shall deduct any statutory dues/taxes from amounts paid to you, as per applicable laws.

Deductions from Annual Gross Remuneration Package

You agree that, at any time during your employment or on termination, the Company will deduct from your annual gross remuneration package any overpayment made or amounts owed by you. This includes but is not limited to any excess holiday/leave, outstanding loans, advances, joining expenses, relocation expenses, and the cost of repairing any damage or loss to Company's property or equipment caused by you.

The Company shall be entitled to retain any and all amounts due to you including salary, remuneration, compensation and other amounts as applicable; and to adjust and deduct there from, any or all amounts due to be recoverable from or payable by you to the Company on any count.

Confidentiality

You will not either during your employment or at any time post resignation from services, use or communicate to any person, any information of a confidential nature concerning the business of the Company, or of its customer, supplier or other person having dealings with the Company, as the case may be, and which comes to your knowledge during the course of your employment other than in connection with your services to the Company.

In performing your duties, you may from time to time receive or obtain Information/data/documents from the

prohibits unauthorized use or disclosure of Company's inventions and proprietary information.

Indemnity

You shall, at all times during the course of your employment in the Company (and even after the termination with respect to the terms contained herein) agree to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of any unauthorized disclosure or use of the Confidential Information by you or any person related to you that may have access to such Confidential Information through you.

Non Solicitation

This non-solicitation condition will be binding on the employee for a period of 2 years from the date of cessation/ termination of his / her services from the Company and any breach in the said condition would result in considerable damages/loss to the Company, which cannot be adequately compensable by money damages.

The Employee agrees and undertakes that in such an event the Employee shall fully indemnify and reimburse the Company to the extent of such costs (liquidated damages).

You agree that for a period of 2 years from termination or expiration of your employment with the Company, you shall not solicit or entice by any means whatsoever,

- a. Any client of the Company with whom Company is currently (during your period of employment) running a deal/mandate or any deal/ mandate that became known to you during your employment at the Company.
- b. Any person of Company who was employed by the Company or any person whose name became known to you during your employment at the Company in any office and in any capacity.
- c. You shall not work at the capacity of Executive or Non-Executive member of the board of the Company supplier, vendor or partner.
- d. Your agreement "not to solicit" means that you will not, initiate any contact or communication of any kind whatsoever, for the purposes of inviting, encouraging or requesting any deal/ mandate/ account/ person to transfer from the Company to you or to your new employer or to any other person or entity; or to enter into a new deal/ mandate with you or your new employer or with any other person or entity; or to otherwise discontinue its patronage and business relationship with the Company.

Medical Fitness & Verification of Particulars

Your appointment is subject to:

- a. You being medically fit and continuing to remain fit thereafter. Company has the right to get you medically examined by any certified medical practitioner during the period of your service. If, from such examination, the Company is of the opinion that continuance of your service is medically not advisable or that you are not in a position to discharge your duty satisfactorily or you are found to be incapacitated from performing your duties, the Company may terminate your services on the grounds of continued ill-health.
- b. Satisfactory verification of your character, antecedents and testimonials through reference checks or background screening. In case particulars mentioned in your application / Curriculum Vitae / Resume are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

Piramal Finance Sales and Service Private Limited

CIN: U67200MH2020PTC345642

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code it will lead to breach of trust between employer and employee relationship and your services will be terminated on the date of such judicial pronouncement.

Warranty

You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment, or any of them, in accordance with the terms and conditions of this Letter.

Data Protection

The Company may be required to process, transfer and store your personal and sensitive data in any of the other Company locations. By signing this Letter, you acknowledge and agree that the Company and Company Human Resources Department (HR) is permitted to hold personal information about you as part of our personnel and other business records and that the Company and Company HR may use such information in the course of its business. You agree that the Company and Company HR may disclose such information to third parties in the event that such disclosure is in our view required for the proper conduct of our business or that of any associated Company. This clause applies to information held, used or disclosed in any medium.

Normal Retirement Age

You will retire on attaining the age of 58 years. Your date of birth as given by you, with the Company is recorded as and the same shall be treated as authoritative and final in the records of the Company. The same will remain unchanged and as a condition of employment you will automatically retire at the end of the month in which you attain the superannuation age and that no further notice whatsoever to you will be necessary in this regard. No request for change in date of birth will be entertained during the period of your service.

Notice of Resignation/Termination

During Probation: 15 Days notice on either side with the Company retaining the right to pay salary in lieu of the notice if so required. The payment in lieu of notice will be calculated on your Basic Salary. However, based on your performance during the probation period, the Company reserves the right to reduce/dispense with or extend the probationary period at its sole discretion or terminate your service with immediate effect, without giving any notice or assigning any reasons.

Post Confirmation: Thirty Days notice on either side with the Company retaining the right to pay salary in lieu of the notice. The payment in lieu of notice will be calculated on your Basic Salary.

The Company reserves its right to dispense with the notice period and/or part thereof in its sole discretion by accepting your resignation with immediate effect i.e. even before the last date of working/resignation mentioned in the resignation letter. In such an event you shall be paid salary calculated on your Basic Salary for the notice period and/or part thereof.

If at any time, in the opinion of the Management, you are found guilty of indiscipline, dishonesty, disobedience, disorderly behaviour, moral turpitude, theft, fraud or violation of the Code of Business Conduct or withholding of any information in the application form or any other form of misconduct, in ordinary parlance negligence or acted in a manner detrimental to the interests of the Company, your services are liable for termination with immediate effect and in this case notice pay will not be payable by the Company.

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security pass and/or identity card, Company sponsored credit cards, any premises and/or car(s) etc! and you must not retain any copies, extract or reproductions of all or any part of that property or confidential information.

- c. You will continue to be bound by your employment obligations to the Company relating to the Company's confidential information and Intellectual Property Rights (as defined in this Letter);
- d. You must not make any statements (whether orally or in writing) or do anything which might damage the reputation and/or business of the Company or interfere with the Company's relationships with its clients and customers; and
- e. You must not thereafter represent yourself as an employee of the Company in any manner whatsoever.
- f. Not to solicit any employee of the Company directly or indirectly after cessation or termination of his / her employment from the Company.

Background Verification Check

The offer described above is subject to satisfactory completion of background verification as the Company may consider necessary. As part of this process we may ask you for some information / documents and non-submission of such information / documents from your side might affect the results of this verification. The Company may withdraw this offer without any obligation whatsoever in case your background verification report is found to be unsatisfactory.

Other terms and conditions

- a. In addition to the terms and conditions of employment herein above mentioned, you shall also observe and comply with and shall be bound by any rules, regulations and procedures which the Company may from time to time separately frame for observance and compliance by its officers and which would be communicated by the Company, to you as and when required.
- b. You will, unless prevented by ill health or accident and save while on approved leave, devote the whole of your time, attention and abilities to the business of the Company.
- c. You will be true and faithful to the Company in all your accounts, dealings and transactions whatsoever relating to the business of the Company, and shall, at all times, when required, render a true and just account thereof to the Company or to such persons as shall be so authorized by the Company.
- d. In case of your overstaying the sanctioned leave or for any absence without permission for more than 10 calendar days, you shall lose lien on your services and it will be considered you have voluntarily abandoned from the service and the Company will be entitled to strike off your name from its rolls without any reference to you.
- e. As Company we give utmost importance to Safety, Quality and Environmental laws. In your area you will be responsible for observance/implementation of the same.
- f. It will be your duty to intimate in writing to the management whenever there is any change of your residential address.

Annexure "C"

List of documents to be carried at the time of joining:

Background Verification documents:

- S.S.C. Mark sheet, HSC Mark sheet, Graduation, Post-Graduation Mark Sheet & Certificates in original together with a set of self-attested Xerox copies.
- Relieving from previous employers as mentioned in your CV
- Last 3 months salary slips from previous employer
- Updated CV
- Document Proof for Date of Birth

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Contract Extension Letter



Candidate Name: Mr Kishor C

Date: 08-Apr-2022

Employee ID- 202202491

Address- #5 Ravindra Rao Building, Kammasandra (Vil/To) Electronic City (Po) Anekal (T)
Bangalore (D) Near Ganesha Temple Bangalore Karnataka - 560100

Ref: Fixed Term Employment Contract Ref No 202202491 Dated 31 Jan 2022

Offer ID: 202202491

Dear Mr Kishor C,

Please refer to Fixed Term Employment Contract Ref No 202202491 Dated 31 Jan 2022 executed by **Innovsource Services Pvt. Ltd.** with you and your subsequent employment with **Innovsource Services Pvt. Ltd.** As per the terms of the employment contract, your last working date with **Innovsource Services Pvt. Ltd.** was 01 May 2022.

Subsequent to our mutual discussion and concurrence, You and **Innovsource Services Pvt. Ltd.** hereby agree to extend the employment period through 31-Jul-2022. Consequently, all the terms of the employment agreement, except clause [No. 5] shall continue until 31-Jul-2022.

On your request, **Innovsource Services Pvt. Ltd.** has agreed to grant additional right to You to terminate the employment agreement by adding the following clause:

"The employment agreement shall be deemed to be terminated by You in case of continuous absenteeism for 3 or more days or absenteeism for 5 or more days on 3 or more different occasions without intimation in any two consecutive months. In such an event, **Innovsource Services Pvt. Ltd.**, shall be at liberty to seek damages or such other amount as may become payable under the employment agreement."

Do confirm your acceptance to the extension by signing below. Please note that, except what is contained herein, all other terms and conditions of the original contract (Ref No 202202491 Dated 31 Jan 2022) remain unchanged and will continue to be applicable to you.

Yours faithfully,

For **Innovsource Services Pvt. Ltd.**

Authorised Signatory Authorised Signatory

Acceptance

I have read this letter in full & understand it fully. By signing this letter of contract, I accept all aforementioned terms & conditions of the contract of employment offered by **Innovsource Services Pvt. Ltd.**

Name:

Signature:

Employee ID-

Date:

Innovsource Services Private Limited

Regd.Off.: 501, Jolly Board Tower 1, I - Think Techno Campus, Kanjurmarg-East Mumbai - 400 042

Tel: +91 22 4218 0000 | www.innov.in | info@innov.in | PAN NO : AAECI0979D | CIN: U74900MH2016PTC273940

28th July 2022

Sub: Training Letter

Dear Divya P,

Greetings from ALTUM CREDO HOME FINANCE PVT. LTD. (ACHF).

This is further to the discussion you had with us; we are pleased to offer you an opportunity to work with us as "Customer Service Executive - Trainee". in operation dept. This is a fixed period trainee ship of 6 months and does not construe a job offer.

Your training period will be from 1stAug 2022 to 1stFeb 2023 at the Rajajinagar.

Your Trainee ship shall be governed by the terms and conditions of the Company which are in existence or which may be amended from time to time.

This offer of Trainee ship is subject to you being medically fit.

You need to submit documents for proof of age, academic qualification certificates etc.

During your Trainee ship, you will be paid a stipend of Rs. 15000K net per month.

Pl. sign a copy of this letter as your acceptance.

For Altum Credo Home Finance Pvt. Ltd.

*Aditi
Tulwani*

Authorized Signatory
HR Department

Issue Date:09-07-2022

Private & Confidential
Offer-Cum-Appointment Letter

THANUSHREE N,
Naganathapura ,
Hosaroad, Electronic City post ,
Bangalore - 560100

Dear THANUSHREE,

Congratulations! We are very excited to have you on board!

We are pleased to make an offer to you for the position of Sales Trainee - Business Loans - Business Loans at Piramal Finance Sales and Service Private Limited. You shall join the company on or before 10-10-2022. If you do not join on or before the above mentioned date, this Offer Cum Appointment Letter stands withdrawn. Your initial posting will be at Bangalore (HUB), Bengaluru. You shall be governed by the terms and conditions applicable to all employees of the Company.

The details of the Salary and other terms and conditions of your employment are enclosed herewith as following:

Annexure "A" : Salary and Benefits

Annexure "B" : General Terms & Conditions of services for Managerial Personnel.

Annexure "C" : Documents required at the time of joining

All the Annexure mentioned above shall form a part and parcel of this letter. If the terms and conditions enumerated in this letter, including its annexure are acceptable to you, please confirm your acceptance by accepting the offer on the system within 3 days the date of this letter. In case no confirmation is received within the above mentioned period this letter shall be deemed to have been withdrawn.

You are required to treat this Letter and its contents as strictly confidential.

We look forward for a long, successful and pleasant association with the Company.

Sincerely yours,

Piramal Finance Sales and Service Private Limited
CIN: U67200MH2020PTC345642

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Basket of Benefits	24000	2000
Total CTC	244000	20333

Notes:

- Advance Statutory Bonus: The amount against this component will include Statutory Bonus Payment that you are entitled to under the Payment of Bonus Act, 1965 if it is applicable to you. This amount would be paid to you on a monthly basis along with your salary. This amount does not include any variable pay like Incentive etc. if you are eligible for the same.
- Basket of Benefits is inclusive of Travel and Communication Expenses of INR 1500 which will be paid in monthly salary.
- Group Mediciam Policy with coverage of family, as per Company policy in existence and as amended from time to time.
- Group Term Life Insurance covering self, as per company policy in existence and as amended from time to time.
- Group Personal Accident Insurance covering self, as per company policy in existence and as amended from time to time.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- PF Co's contribution is 12% of Basic.
- ESIC Co's contribution is (wherever applicable) is 3.25% of Total

Annexure "B"

GENERAL TERMS AND CONDITIONS OF SERVICE FOR MANAGERIAL PERSONNEL EMPLOYED BY COMPANY

The following are the broad terms and condition of your employment at the Company. Your employment with the Company shall be subject to the policies of the Company as applicable from time to time read together with the terms of this Letter.

Compensation

You shall be paid compensation as per the details mentioned in Annexure "A" of this Letter with effect from the date of your joining.

Place of Work

Depending on the business needs of the Company, you may be required to undertake a periodic visit to the Company's other locations within or outside India. In view of the nature of our business, the Company may transfer you to different divisions, associate companies, concerns, sections, subsidiaries, entities, offices or location of Company on a temporary or permanent basis whether within or outside India at its discretion as it may consider necessary from time to time. You may be sent on deputation to any other organization anywhere in the Country or abroad which may be under the same management or under different managements.

Roles and Responsibilities

You shall properly, diligently and honestly perform all the duties, responsibilities which the Company may assign to you from time to time. For any duties performed by you not in good faith or in violation of applicable law or breach of this Letter and/or the policies of the Company, you shall be solely liable and shall reimburse the Company for any,

terms and conditions to terminate your employment, you will not be entitled to receive any such bonus/incentive (whether in cash, shares or any other form).

Annual increment will be given only to those employees who have joined the organization on or before 30th September of that particular performance year. Increments will be given on fixed pay only. Increments will be based strictly on individual and business performance. In case individual and/or business performance is not satisfactory, the Company, at its discretion can decide not to give any increment whatsoever. Your performance and contribution to the Company will be an important consideration for salary increments and promotions. Neither the promotion nor the increment can be claimed as a matter of right. The Company reserves the right to amend, change or cancel the above terms pertaining to the bonus/incentive/increment, at any time without prior notice.

Retiral benefits

You will be entitled for Provident Fund, Gratuity as per the rules applicable to Management Personnel, which may be changed from time to time.

Group Mediclaim policy

Group Mediclaim Policy is applicable to all the Management Staff working with the Company for his/her family members. Hospitalization expenses due to accidental injury or sickness will be covered. The limits of coverage would be as mentioned in the Company policy and would vary as per the management grade in which you are placed at any given time period of your service. The policy is liable to change as per the discretion of the management from time to time. Employees should refer to the policy board for changes/revisions, which may take place from time to time.

Tax

You will be fully liable for the payment of income tax on your total remuneration including bonuses/ variable pay to the income tax authorities including other such statutory dues/taxes and this will be your personal responsibility. The Company shall deduct any statutory dues/taxes from amounts paid to you, as per applicable laws.

Deductions from Annual Gross Remuneration Package

You agree that, at any time during your employment or on termination, the Company will deduct from your annual gross remuneration package any overpayment made or amounts owed by you. This includes but is not limited to any excess holiday/(leave), outstanding loans, advances, joining expenses, relocation expenses, and the cost of repairing any damage or loss to Company's property or equipment caused by you.

The Company shall be entitled to retain any and all amounts due to you including salary, remuneration, compensation and other amounts as applicable; and to adjust and deduct there from, any or all amounts due to be recoverable from or payable by you to the Company on any count.

Confidentiality

You will not either during your employment or at any time post resignation from services, use or communicate to any person, any information of a confidential nature concerning the business of the Company, or of its customer, supplier or other person having dealings with the Company, as the case may be, and which comes to your knowledge during the course of your employment other than in connection with your services to the Company.

In performing your duties, you may from time to time receive or obtain information/data/documents from the

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prohibits unauthorized use or disclosure of Company's inventions and proprietary information.

Indemnity

You shall, at all times during the course of your employment in the Company (and even after the termination with respect to the terms contained herein) agree to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of any unauthorized disclosure or use of the Confidential Information by you or any person related to you that may have access to such Confidential Information through you.

Non Solicitation

This non-solicitation condition will be binding on the employee for a period of 2 years from the date of cessation/ termination of his / her services from the Company and any breach in the said condition would result in considerable damages/loss to the Company, which cannot be adequately compensable by money damages.

The Employee agrees and undertakes that in such an event the Employee shall fully indemnify and reimburse the Company to the extent of such costs (liquidated damages).

You agree that for a period of 2 years from termination or expiration of your employment with the Company, you shall not solicit or entice by any means whatsoever,

- a. Any client of the Company with whom Company is currently (during your period of employment) running a deal/mandate or any deal/mandate that became known to you during your employment at the Company.
- b. Any person of Company who was employed by the Company or any person whose name became known to you during your employment at the Company in any office and in any capacity.
- c. You shall not work at the capacity of Executive or Non-Executive member of the board of the Company supplier, vendor or partner.
- d. Your agreement "not to solicit" means that you will not, initiate any contact or communication of any kind whatsoever, for the purposes of inviting, encouraging or requesting any deal/mandate/account/person to transfer from the Company to you or to your new employer or to any other person or entity; or to enter into a new deal/mandate with you or your new employer or with any other person or entity; or to otherwise discontinue its patronage and business relationship with the Company.

Medical Fitness & Verification of Particulars

Your appointment is subject to:

- a. You being medically fit and continuing to remain fit thereafter. Company has the right to get you medically examined by any certified medical practitioner during the period of your service. If, from such examination, the Company is of the opinion that continuance of your service is medically not advisable or that you are not in a position to discharge your duty satisfactorily, or you are found to be incapacitated from performing your duties, the Company may terminate your services on the grounds of continued ill-health.
- b. Satisfactory verification of your character, antecedents and testimonials through reference checks or background screening. In case particulars mentioned in your application / Curriculum Vitae / Resume are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

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code it will lead to breach of trust between employer and employee relationship and your services will be terminated on the date of such judicial pronouncement.

Warranty

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Data Protection

The Company may be required to process, transfer and store your personal and sensitive data in any of the other Company locations. By signing this Letter, you acknowledge and agree that the Company and Company Human Resources Department (HR) is permitted to hold personal information about you as part of our personnel and other business records and that the Company and Company HR may use such information in the course of its business. You agree that the Company and Company HR may disclose such information to third parties in the event that such disclosure is in our view required for the proper conduct of our business or that of any associated Company. This clause applies to information held, used or disclosed in any medium.

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Notice of Resignation/Termination

During Probation: 15 Days notice on either side with the Company retaining the right to pay salary in lieu of the notice if so required. The payment in lieu of notice will be calculated on your Basic Salary. However, based on your performance during the probation period, the Company reserves the right to reduce/dispense with or extend the probationary period at its sole discretion or terminate your service with immediate effect, without giving any notice assigning any reasons.

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If at any time, in the opinion of the Management, you are found guilty of indiscipline, dishonesty, disobedience, disorderly behaviour, moral turpitude, theft, fraud or violation of the Code of Business Conduct or withholding of any information in the application form or any other form of misconduct, in ordinary parlance negligence or acted in a manner detrimental to the interests of the Company, your services are liable for termination with immediate effect and in this case notice pay will not be payable by the Company.

security pass and/or identity card, Company sponsored credit cards, any premises and/or car(s) etc. and you must not retain any copies, extract or reproductions of all or any part of that property or confidential information.

c. You will continue to be bound by your employment obligations to the Company relating to the Company's confidential information and Intellectual Property Rights (as defined in this Letter);

d. You must not make any statements (whether orally or in writing) or do anything which might damage the reputation and/or business of the Company or interfere with the Company's relationships with its clients and customers; and

e. You must not thereafter represent yourself as an employee of the Company in any manner whatsoever.

f. Not to solicit any employee of the Company directly or indirectly after cessation or termination of his / her employment from the Company.

Background Verification Check

The offer described above is subject to satisfactory completion of background verification as the Company may consider necessary. As part of this process we may ask you for some information / documents and non-submission of such information / documents from your side might affect the results of this verification. The Company may withdraw this offer without any obligation whatsoever in case your background verification report is found to be unsatisfactory.

Other terms and conditions

a. In addition to the terms and conditions of employment herein above mentioned, you shall also observe and comply with and shall be bound by any rules, regulations and procedures which the Company may from time to time separately frame for observance and compliance by its officers and which would be communicated by the Company to you as and when required.

b. You will, unless prevented by ill health or accident and save while on approved leave, devote the whole of your time, attention and abilities to the business of the Company.

c. You will be true and faithful to the Company in all your accounts, dealings and transactions whatsoever relating to the business of the Company, and shall, at all times, when required, render a true and just account thereof to the Company or to such persons as shall be so authorized by the Company.

d. In case of your overstaying the sanctioned leave or for any absence without permission for more than 10 calendar days, you shall lose lien on your services and it will be considered you have voluntarily abandoned from the service and the Company will be entitled to strike off your name from its rolls without any reference to you.

e. As Company we give utmost importance to Safety, Quality and Environmental laws. In your area you will be responsible for observance/implementation of the same.

f. It will be your duty to intimate in writing to the management whenever there is any change of your residential address.

Annexure "C"

List of documents to be carried at the time of joining:

Background Verification documents:

- S.S.C. Mark sheet, HSC Mark sheet, Graduation, Post-Graduation Mark Sheet & Certificates in original together with a set of self-attested Xerox copies.
- Relieving from previous employers as mentioned in your CV
- Last 3 months salary slips from previous employer
- Updated CV
- Document Proof for Date of Birth

Issue Date:09-07-2022

Private & Confidential
Offer-Cum-Appointment Letter

Meghana. C. V.,
4, near Varuna Store,
Munireddy Reddy layout Garvebhavipalya
-Bengalore - 560008

Dear Meghana.,

Congratulations! We are very excited to have you on board!

We are pleased to make an offer to you for the position of Sales Trainee - Used Cars - Used Car at Piramal Finance Sales and Service Private Limited. You shall join the company on or before 10-10-2022. If you do not join on or before the above mentioned date, this Offer Cum Appointment Letter stands withdrawn. Your initial posting will be at Bengaluru - Vasanth Nagar, Hubli #*Office Address*#. You shall be governed by the terms and conditions applicable to all employees of the Company.

The details of the Salary and other terms and conditions of your employment are enclosed herewith as following:

Annexure "A" : Salary and Benefits

Annexure "B" : General Terms & Conditions of services for Managerial Personnel.

Annexure "C" : Documents required at the time of joining

All the Annexure mentioned above shall form a part and parcel of this letter. If the terms and conditions enumerated in this letter, including its annexure are acceptable to you, please confirm your acceptance by accepting the offer on the system within 3 days the date of this letter. In case no confirmation is received within the above mentioned period this letter shall be deemed to have been withdrawn.

You are required to treat this Letter and its contents as strictly confidential.

We look forward for a long, successful and pleasant association with the Company.

Piramal Finance Sales and Service Private Limited
CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India
T +912262309400 F +912261513444

Upon termination of your employment for any reason whatsoever, You shall:

- a. Automatically vacate all offices held by you as a result of your employment with the Company;
- b. Immediately hand over to us the Company's property including but not limited to all papers, laptops, documents, security pass and/or identity card, Company sponsored credit cards, any premises and/or car(s) etc. and you must not retain any copies, extract or reproductions of all or any part of that property or confidential information.
- c. You will continue to be bound by your employment obligations to the Company relating to the Company's confidential information and Intellectual Property Rights (as defined in this Letter);
- d. You must not make any statements (whether orally or in writing) or do anything which might damage the reputation and/or business of the Company or interfere with the Company's relationships with its clients and customers; and
- e. You must not thereafter represent yourself as an employee of the Company in any manner whatsoever.
- f. Not to solicit any employee of the Company directly or indirectly after cessation or termination of his / her employment from the Company.

Background Verification Check

The offer described above is subject to satisfactory completion of background verification as the Company may consider necessary. As part of this process we may ask you for some information / documents and non-submission of such information / documents from your side might affect the results of this verification. The Company may withdraw this offer without any obligation whatsoever in case your background verification report is found to be unsatisfactory.

Other terms and conditions

- a. In addition to the terms and conditions of employment herein above mentioned, you shall also observe and comply with and shall be bound by any rules, regulations and procedures which the Company may from time to time separately frame for observance and compliance by its officers and which would be communicated by the Company to you as and when required.
- b. You will, unless prevented by ill health or accident and save while on approved leave, devote the whole of your time, attention and abilities to the business of the Company.
- c. You will be true and faithful to the Company in all your accounts, dealings and transactions whatsoever relating to the business of the Company, and shall, at all times, when required, render a true and just account thereof to the Company or to such persons as shall be so authorized by the Company.
- d. In case of your overstaying the sanctioned leave or for any absence without permission for more than 10 calendar days, you shall lose lien on your services and it will be considered you have voluntarily abandoned from the service and the Company will be entitled to strike off your name from its rolls without any reference to you.
- e. As Company we give utmost importance to Safety; Quality and Environmental laws. In your area you will be responsible for observance/implementation of the same.
- f. It will be your duty to intimate in writing to the management whenever there is any change of your residential address.

Annexure "C"

List of documents to be carried at the time of joining:

Background Verification documents:

- S.S.C. Mark sheet, HSC Mark sheet, Graduation, Post-Graduation Mark Sheet & Certificates in original together with a set of self-attested Xerox copies.
- Relieving from previous employers as mentioned in your CV

Piramal Finance Sales and Service Private Limited

CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India

T +912262309400 F +912261513444

Issue Date:09-07-2022

Private & Confidential
Offer-Cum-Appointment Letter

Rekha. G. K.,
2nd cross, lakshmi layouts,
Garvebhavi palya,
Bengaluru

Dear Rekha.,

Congratulations! We are very excited to have you on board!

We are pleased to make an offer to you for the position of Sales Trainee - Used Cars - Used Car at Piramal Finance Sales and Service Private Limited. You shall join the company on or before 10-10-2022. If you do not join on or before the above mentioned date, this Offer Cum Appointment Letter stands withdrawn. Your initial posting will be at Bengaluru - Vasanth Nagar, Hubli. You shall be governed by the terms and conditions applicable to all employees of the Company.

The details of the Salary and other terms and conditions of your employment are enclosed herewith as following:

Annexure "A" : Salary and Benefits

Annexure "B" : General Terms & Conditions of services for Managerial Personnel.

Annexure "C" : Documents required at the time of joining

All the Annexure mentioned above shall form a part and parcel of this letter. If the terms and conditions enumerated in this letter, including its annexure are acceptable to you, please confirm your acceptance by accepting the offer on the system within 3 days the date of this letter. In case no confirmation is received within the above mentioned period this letter shall be deemed to have been withdrawn.

You are required to treat this Letter and its contents as strictly confidential.

We look forward for a long, successful and pleasant association with the Company.

Sincerely yours,

Piramal Finance Sales and Service Private Limited
CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India
T +912262309400 F +912261513444

Basket of Benefits	24000	2000
Total CTC	244000	20333

Notes:

- Advance Statutory Bonus: The amount against this component will include Statutory Bonus Payment that you are entitled to under the Payment of Bonus Act, 1965 if it is applicable to you. This amount would be paid to you on a monthly basis along with your salary. This amount does not include any variable pay like Incentive etc. if you are eligible for the same.
- Basket of Benefits is inclusive of Travel and Communication Expenses of INR 1500 which will be paid in monthly salary.
- Group Mediciam Policy with coverage of family, as per Company policy in existence and as amended from time to time.
- Group Term Life Insurance covering self, as per company policy in existence and as amended from time to time.
- Group Personal Accident Insurance covering self, as per company policy in existence and as amended from time to time.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- PF Co's contribution is 12% of Basic.
- ESIC Co's contribution is (wherever applicable) is 3.25% of Total

Annexure "B"

GENERAL TERMS AND CONDITIONS OF SERVICE FOR MANAGERIAL PERSONNEL EMPLOYED BY COMPANY

The following are the broad terms and condition of your employment at the Company. Your employment with the Company shall be subject to the policies of the Company as applicable from time to time read together with the terms of this Letter.

Compensation

You shall be paid compensation as per the details mentioned in Annexure "A" of this Letter with effect from the date of your joining.

Place of Work

Depending on the business needs of the Company, you may be required to undertake a periodic visit to the Company's other locations within or outside India. In view of the nature of our business, the Company may transfer you to different divisions, associate companies, concerns, sections, subsidiaries, entities, offices or location of Company on a temporary or permanent basis whether within or outside India at its discretion as it may consider necessary from time to time. You may be sent on deputation to any other organization anywhere in the Country or abroad which may be under the same management or under different managements.

Roles and Responsibilities

You shall properly, diligently and honestly perform all the duties, responsibilities which the Company may assign to you from time to time. For any duties performed by you not in good faith or in violation of applicable law or breach of this Letter and/or the policies of the Company, you shall be solely liable and shall reimburse the Company for any

terms and conditions to terminate your employment, you will not be entitled to receive any such bonus/incentive (whether in cash, shares or any other form).

Annual increment will be given only to those employees who have joined the organization on or before 30th September of that particular performance year. Increments will be given on fixed pay only. Increments will be based strictly on individual and business performance. In case individual and/or business performance is not satisfactory, the Company, at its discretion can decide not to give any increment whatsoever. Your performance and contribution to the Company will be an important consideration for salary increments and promotions. Neither the promotion nor the increment can be claimed as a matter of right. The Company reserves the right to amend, change or cancel the above terms pertaining to the bonus/incentive/increment, at any time without prior notice.

Retiral benefits

You will be entitled for Provident Fund, Gratuity as per the rules applicable to Management Personnel, which may be changed from time to time.

Group Mediclaim policy

Group Mediclaim Policy is applicable to all the Management Staff working with the Company for his/her family members. Hospitalization expenses due to accidental injury or sickness will be covered. The limits of coverage would be as mentioned in the Company policy and would vary as per the management grade in which you are placed at any given time period of your service. The policy is liable to change as per the discretion of the management from time to time. Employees should refer to the policy board for changes/revisions, which may take place from time to time.

Tax

You will be fully liable for the payment of income tax on your total remuneration including bonuses/ variable pay to the income tax authorities including other such statutory dues/taxes and this will be your personal responsibility. The Company shall deduct any statutory dues/taxes from amounts paid to you, as per applicable laws.

Deductions from Annual Gross Remuneration Package

You agree that, at any time during your employment or on termination, the Company will deduct from your annual gross remuneration package any overpayment made or amounts owed by you. This includes but is not limited to any excess holiday/(leave), outstanding loans, advances, joining expenses, relocation expenses, and the cost of repairing any damage or loss to Company's property or equipment caused by you.

The Company shall be entitled to retain any and all amounts due to you including salary, remuneration, compensation and other amounts as applicable; and to adjust and deduct there from, any or all amounts due to be recoverable from or payable by you to the Company on any count.

Confidentiality

You will not either during your employment or at any time post resignation from services, use or communicate to any person, any information of a confidential nature concerning the business of the Company, or of its customer, supplier or other person having dealings with the Company, as the case may be, and which comes to your knowledge during the course of your employment other than in connection with your services to the Company.

In performing your duties, you may from time to time receive or obtain information/data/documents from the

Piramal Finance Sales and Service Private Limited

CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India

T +912262309400 F +912261513444

prohibits unauthorized use or disclosure of Company's inventions and proprietary information.

Indemnity

You shall, at all times during the course of your employment in the Company (and even after the termination with respect to the terms contained herein) agree to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company may suffer or incur or which may be made against the Company as a result of any unauthorized disclosure or use of the Confidential Information by you or any person related to you that may have access to such Confidential Information through you.

Non Solicitation

This non-solicitation condition will be binding on the employee for a period of 2 years from the date of cessation/ termination of his / her services from the Company and any breach in the said condition would result in considerable damages/loss to the Company, which cannot be adequately compensable by money damages.

The Employee agrees and undertakes that in such an event the Employee shall fully indemnify and reimburse the Company to the extent of such costs (liquidated damages).

You agree that for a period of 2 years from termination or expiration of your employment with the Company, you shall not solicit or entice by any means whatsoever,

- a. Any client of the Company with whom Company is currently (during your period of employment) running a deal/mandate or any deal/mandate that became known to you during your employment at the Company.
- b. Any person of Company who was employed by the Company or any person whose name became known to you during your employment at the Company in any office and in any capacity.
- c. You shall not work at the capacity of Executive or Non-Executive member of the board of the Company supplier, vendor or partner.
- d. Your agreement "not to solicit" means that you will not, initiate any contact or communication of any kind whatsoever, for the purposes of inviting, encouraging or requesting any deal/mandate/account/person to transfer from the Company to you or to your new employer or to any other person or entity; or to enter into a new deal/mandate with you or your new employer or with any other person or entity; or to otherwise discontinue its patronage and business relationship with the Company.

Medical Fitness & Verification of Particulars

Your appointment is subject to:

- a. You being medically fit and continuing to remain fit thereafter. Company has the right to get you medically examined by any certified medical practitioner during the period of your service. If, from such examination, the Company is of the opinion that continuance of your service is medically not advisable or that you are not in a position to discharge your duty satisfactorily or you are found to be incapacitated from performing your duties, the Company may terminate your services on the grounds of continued ill-health.
- b. Satisfactory verification of your character, antecedents and testimonials through reference checks or background screening. In case particulars mentioned in your application / Curriculum Vitae / Resume are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

code it will lead to breach of trust between employer and employee relationship and your services will be terminated on the date of such judicial pronouncement.

Warranty

You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment, or any of them, in accordance with the terms and conditions of this Letter.

Data Protection

The Company may be required to process, transfer and store your personal and sensitive data in any of the other Company locations. By signing this Letter, you acknowledge and agree that the Company and Company Human Resources Department (HR) is permitted to hold personal information about you as part of our personnel and other business records and that the Company and Company HR may use such information in the course of its business. You agree that the Company and Company HR may disclose such information to third parties in the event that such disclosure is in our view required for the proper conduct of our business or that of any associated Company. This clause applies to information held, used or disclosed in any medium.

Normal Retirement Age

You will retire on attaining the age of 58 years. Your date of birth as given by you, with the Company is recorded as and the same shall be treated as authoritative and final in the records of the Company. The same will remain unchanged and as a condition of employment you will automatically retire at the end of the month in which you attain the superannuation age and that no further notice whatsoever to you will be necessary in this regard. No request for change in date of birth will be entertained during the period of your service.

Notice of Resignation/Termination

During Probation: 15 Days notice on either side with the Company retaining the right to pay salary in lieu of the notice if so required. The payment in lieu of notice will be calculated on your Basic Salary. However, based on your performance during the probation period, the Company reserves the right to reduce/dispense with or extend the probationary period at its sole discretion or terminate your service with immediate effect, without giving any notice or assigning any reasons.

Post Confirmation: Thirty Days notice on either side with the Company retaining the right to pay salary in lieu of the notice. The payment in lieu of notice will be calculated on your Basic Salary.

The Company reserves its right to dispense with the notice period and/or part thereof in its sole discretion by accepting your resignation with immediate effect i.e. even before the last date of working/resignation mentioned in the resignation letter. In such an event you shall be paid salary calculated on your Basic Salary for the notice period and/or part thereof.

If at any time, in the opinion of the Management, you are found guilty of indiscipline, dishonesty, disobedience, disorderly behaviour, moral turpitude, theft, fraud or violation of the Code of Business Conduct or withholding of any information in the application form or any other form of misconduct, in ordinary parlance negligence or acted in a manner detrimental to the interests of the Company, your services are liable for termination with immediate effect and in this case notice pay will not be payable by the Company.

- security pass and/or identity card, Company sponsored credit cards, any premises and/or car(s) etc. and you must not retain any copies, extract or reproductions of all or any part of that property or confidential information.
- c. You will continue to be bound by your employment obligations to the Company relating to the Company's confidential information and Intellectual Property Rights (as defined in this Letter);
- d. You must not make any statements (whether orally or in writing) or do anything which might damage the reputation and/or business of the Company or interfere with the Company's relationships with its clients and customers; and
- e. You must not thereafter represent yourself as an employee of the Company in any manner whatsoever.
- f. Not to solicit any employee of the Company directly or indirectly after cessation or termination of his / her employment from the Company.

Background Verification Check

The offer described above is subject to satisfactory completion of background verification as the Company may consider necessary. As part of this process we may ask you for some information / documents and non-submission of such information / documents from your side might affect the results of this verification. The Company may withdraw this offer without any obligation whatsoever in case your background verification report is found to be unsatisfactory.

Other terms and conditions

- a. In addition to the terms and conditions of employment herein above mentioned, you shall also observe and comply with and shall be bound by any rules, regulations and procedures which the Company may from time to time separately frame for observance and compliance by its officers and which would be communicated by the Company to you as and when required.
- b. You will, unless prevented by ill health or accident and save while on approved leave, devote the whole of your time, attention and abilities to the business of the Company.
- c. You will be true and faithful to the Company in all your accounts, dealings and transactions whatsoever relating to the business of the Company, and shall, at all times, when required, render a true and just account thereof to the Company or to such persons as shall be so authorized by the Company.
- d. In case of your overstaying the sanctioned leave or for any absence without permission for more than 10 calendar days, you shall lose lien on your services and it will be considered you have voluntarily abandoned from the service and the Company will be entitled to strike off your name from its rolls without any reference to you.
- e. As Company we give utmost importance to Safety, Quality and Environmental laws. In your area you will be responsible for observance/implementation of the same.
- f. It will be your duty to intimate in writing to the management whenever there is any change of your residential address.

Annexure "C"

List of documents to be carried at the time of joining :

Background Verification documents :

- S.S.C. Mark sheet, HSC Mark sheet, Graduation, Post-Graduation Mark Sheet & Certificates in original together with a set of self-attested Xerox copies.
- Relieving from previous employers as mentioned in your CV.
- Last 3 months salary slips from previous employer
- Updated CV
- Document Proof for Date of Birth.

Piramal Finance Sales and Service Private Limited

CIN: U67200MH2020PTC345642

Registered office - Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai- 400013, India

T +912262309400 F +912261513444

Date: 26/07/2021

To,
Dhanush R,
0448614,
Bangalore.

OFFER LETTER

Dear Dhanush R,

This is with reference to your meeting/discussion with us on exploring an opportunity with
“**Dusters Total Solutions Services Pvt. Ltd. (DTSS)**”.

We take the pleasure in informing that, you have been selected as “lab boy Night Reaction ”
with effect from **06/08/2021**

You shall be posted at our Client Site – “**Aurigene Discovery Technologies Limited**” &
would operate from their “Bangalore Location.

The letter has 2 Annexures, Annexure A which mentions your Salary Breakup details and
Annexure B which mentions the details of the documents you need to submit on your joining

As a token of acceptance to this offer, kindly record your signature on all the pages of this
letter and share a copy with us for our records.

We look forward to welcoming you on board & a mutually progressive path ahead.

You may feel free to connect with your HR, details of which are mentioned in Annexure B
For Dusters Total Solutions Services Pvt. Ltd.

Authorized Signatory
Gowtham. B.N - Deputy -Manager HR

-----ACKNOWLEDGEMENT

I accept the above offer letter & the details as mentioned in Annexure A & B of the offer letter.
I shall be joining DTSS on or before **06/08/2021**

Date of Acknowledgement: __/__/__



DUSTERS TOTAL SOLUTIONS SERVICES PVT. LTD.

B J Tower, 48, Ground Floor, A1, Front Portion Assessment No. 334, Hebbagodi Village
Attibele Hobli, Anekal Taluk, Bengaluru - 560100
CIN: U74999KA2007PTC042734

#ProudToBeAnIndianMNC
INDIA | SINGAPORE | AUSTRALIA | NEW ZEALAND

www.dtss.in



Annexure A

Name : Dhanush R
Designation : lab boy Night
Location Reaction

Aurigene Discovery Technologies Limited.

Date of Joining : 06/08/2021

Salary Breakup	
Basic	11588
D A	1723.2
HRA & Special allowance	1099
Total Gross Salary (A)	14410
ESI @ 0.75% on Gross	108
PF @12%	1729
Professional Tax	0
Employees deduction (B)	1839
Net Salary (A-B)	12571

- Note: 1. Bonus and Leave Wages will be paid annually.
2. Med claim will be provided for those who eligible.
3. Notice period of 15 days should be given before resigning the job.

For Duster's Total Solutions Services Pvt. Ltd.,

Authorized Signatory
Gowtham. B.N - Deputy -Manager HR

ACKNOWLEDGEMENT

I accept the above offer letter & the details as mentioned in Annexure A & B of the offer letter.
I shall be joining DTSS on or before **06/08/2021**

Date of Acknowledgement: ____/____/____

Snap2Insight India Private Limited
3rd Floor, Urban Vault 1608,
Opp BMTC Bus Depot
7th Cross, Sector-1, HSR Layout,
Bangalore, Karnataka, 560102



SNAP2INSIGHT

Kavin R
Govind shetty Palya,
Electronic City, Bangalore – 560100

29 July 2022

Dear Kavin,

We are pleased to offer you an opportunity to intern with **Snap2Insight India Private Limited**, a private limited company incorporated under the Companies Act, 2013 ("Snap2Insight" or the "Company") having its registered office at NR Towers, 19th Main, 17th Cross, Sector 4, HSR Layout, Bangalore – 560102, pursuant to the terms and conditions set out in this Offer Letter and Internship Agreement ("**Agreement**").

Please note that the terms of internship detailed in this document are strictly confidential. These contents should not be disclosed to third parties without the prior written approval of the Company.

Terms and Conditions

1. Position, Location and Term of Internship

You will be employed by the Company as a **Analyst - Intern** and will be working out of **Bangalore office** of the Company during the term of this internship. This internship will be for thirteen (13) weeks, starting **01 Aug, 2022** (the "Start Date") and ending on **31 Oct, 2022** (the "End Date").

During the term of this internship, you will be governed by the rules, regulations and other Company policies (together the "Company Policy") of Snap2Insight as applicable, enforced, amended or altered from time to time during the course of your internship. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable from time to time.

2. Stipend and Benefits

You will be paid a fixed monthly **stipend of Indian Rupees Twenty Thousand (INR 20,000.00)**, which will be paid at the end of every month of your internship subject to applicable tax deductions and prorated for days worked in the month.

3. Nature of Internship

This is a whole-time internship with the Company and you shall devote yourself exclusively to the business of the company during the term of this internship. You will be eligible for a total of **5 days of paid leave** during the term of internship.

4. Rules and Regulations

Your work in the organization will be subject to the rules and regulations and such other practices, systems, procedures and policies, framed, amended, modified or omitted by the Company from time to time in relation to conduct, discipline and other matters.

5. Information and Communications Technology

You must comply with the Company's policies on use of email, the internet and computers. Unauthorized use or tampering with Company computers, systems, or data will be regarded as serious misconduct and may lead to your summary dismissal. For the purposes of business (including and not limited to quality control, monitoring of policy compliance and unauthorized use and checking messages during periods of absence), communications made by or to employees may be monitored or recorded. This applies in particular to computer, email and internet use.

6. Adherence to Company Policy

You agree to conform to and comply with the Company's policies and such directions and orders as may from time to time be given by the Company.

7. Termination and Notification

Either party may terminate this appointment by giving two weeks of notice in writing or, in the case of Company, payment of two weeks stipend in lieu of two weeks of notice. Snap2Insight may immediately terminate your services without any compensation or notice thereof, if you are in material breach of your responsibilities / confidentiality agreements.

8. Confidentiality

In the course of your assignment with us, and by virtue of the position held by you, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to the Company or its subsidiaries or affiliates, its customers, subcontractors or any other individuals or companies having any kind of association or relationship with the Company, and/or its affiliates or subsidiaries (together "Confidential Information"). You shall keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without prior written consent of an authorized officer of the Company.

You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other confidential Information, for your own benefit or for the benefit of any third party, either during the term of your internship or thereafter. Upon expiry or termination of your internship with the Company, you will return and surrender to the Company, all such Confidential Information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases that came to you or were entrusted to you in the course of your internship and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as the Company or its affiliates or customers may require in this regard, from time to time

You shall not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to the Company or its parent, subsidiaries or affiliates, except with prior approval.

9. Intellectual Property

You acknowledge and agree that any copyrightable works prepared by you within the scope of your internship are "works for hire" under the Copyright Act in India and under international copyright laws and that the Company will be considered the sole owner of such copyrightable works, and you shall not have any right, title or interest in the same. You agree that all Inventions and Intellectual property and other rights related thereto (including intellectual property rights) that (i) are developed using equipment, supplies, facilities or trade secrets of the Company, (ii) result from work performed by you for the Company, or (iii) relate to the Company's business or current or anticipated research and development, will be the sole and exclusive property of the Company and are hereby irrevocably assigned by you to the Company immediately upon their formation in perpetuity.

You hereby assign to the Company the entire copyright and all performance rights and all other rights in and to the works performed by you during the term of your internship with the Company for the full period of copyright including all renewals, revivals, reversions and extensions existing under the laws in force in any part of the world to hold the same to the Company, its successors, assignees and licensees absolutely for the full period that such rights are capable of subsisting throughout the world.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Snap2Insight. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard!

Kindly return a full copy of this Agreement duly counter signed by you in acceptance of the terms and conditions set out therein.

Sincere regards,

RENISH

PYNADATH

Digitally signed by
RENISH PYNADATH
Date: 2022.07.29
17:58:39 +05'30'

Renish Pynadath

Co-Founder, Director

Snap2Insight India Private Limited

I hereby accept and agree to this Agreement. I promise to abide by the policies and regulations of the Company.

Name: _____

Kavin R

Signature: _____

Kavin R

Date: _____

31/07/22

Snap2Insight India Private Limited
3rd Floor, Urban Vault 1608,
Opp BMTC Bus Depot
7th Cross, Sector-1, HSR Layout,
Bangalore, Karnataka, 560102



SNAP2INSIGHT

Kavin R

Govind shetty Palya,
Electronic City, Bangalore – 560100

29 July 2022

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During the term of this internship, you will be governed by the rules, regulations and other Company policies (together the "Company Policy") of Snap2Insight as applicable, enforced, amended or altered from time to time during the course of your internship. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable from time to time.

2. Stipend and Benefits

You will be paid a fixed monthly **stipend of Indian Rupees Twenty Thousand (INR 20,000.00)**, which will be paid at the end of every month of your internship subject to applicable tax deductions and prorated for days worked in the month.

3. Nature of Internship

This is a whole-time internship with the Company and you shall devote yourself exclusively to the business of the company during the term of this internship. You will be eligible for a total of **5 days of paid leave** during the term of internship.

4. Rules and Regulations

Your work in the organization will be subject to the rules and regulations and such other practices, systems, procedures and policies, framed, amended, modified or omitted by the Company from time to time in relation to conduct, discipline and other matters.

9. Intellectual Property

You acknowledge and agree that any copyrightable works prepared by you within the scope of your internship are "works for hire" under the Copyright Act in India and under international copyright laws and that the Company will be considered the sole owner of such copyrightable works, and you shall not have any right, title or interest in the same. You agree that all Inventions and Intellectual property and other rights related thereto (including intellectual property rights) that (i) are developed using equipment, supplies, facilities or trade secrets of the Company, (ii) result from work performed by you for the Company, or (iii) relate to the Company's business or current or anticipated research and development, will be the sole and exclusive property of the Company and are hereby irrevocably assigned by you to the Company immediately upon their formation in perpetuity.

You hereby assign to the Company the entire copyright and all performance rights and all other rights in and to the works performed by you during the term of your internship with the Company for the full period of copyright including all renewals, revivals, reversions and extensions existing under the laws in force in any part of the world to hold the same to the Company, its successors, assignees and licensees absolutely for the full period that such rights are capable of subsisting throughout the world.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial association between you and Snap2Insight. We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard!

Kindly return a full copy of this Agreement duly counter signed by you in acceptance of the terms and conditions set out therein.

Sincere regards,

RENISH

PYNADATH

Digitally signed by
RENISH PYNADATH
Date: 2022.07.29
17:58:39 +05'30'

Renish Pynadath

Co-Founder, Director

Snap2Insight India Private Limited

I hereby accept and agree to this Agreement. I promise to abide by the policies and regulations of the Company.

Name: Kavish R

Signature: Kavish R Date: _____

Ref: 920763/2113489/Permt

Date: 08th July, 2022

Abhishek Talukdar
#2479, 3Rd Floor, 60 F T Road, Near Kalanikethan
Singasandra, Bangalore, Karnataka - 560068
Phone No: 6363947807

Subject - Offer of Appointment

Dear **Abhishek Talukdar**,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Customer Support** on U1 band, operating out of our **Bangalore** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 303075 (Rupees Three Lakhs Three Thousand Seventy Five Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **08th July, 2022** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Monica Mary Arockiaraj at 10:00 AM** to complete the joining formalities at **Tech Mahindra Limited, Electronic City, Phase-2, Bangalore - 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Monica Mary Arockiaraj** latest by **08th July, 2022**.

9. For any clarification / further Information on-

- Employment terms and conditions, please get in touch with **Offers Team** (E-Mail: SM00592470@TechMahindra.com)

For Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) – Human Resource

Encl: Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H -(Code of Conduct and Ethics).

Accepted

Date: 11-07-22


Signature of Candidate:

Annexure - A

NAME	Abhishek Talukdar
TITLE	Associate Customer Support
BAND	U1
LOCATION	Bangalore
COMPONENTS	Per Annum (All figures in Indian Rupees)
BASIC (@35% OF TOTAL FIXED PAY)	90877
HRA (@70% OF BASIC)	63614
BONUS / STATUTORY BONUS	16800
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10905
EMPLOYER'S CONTRIBUTION TO ESI (3.25% OF TOTAL SALARY COMPONENTS)	0
PERSONAL PAY	77453
TOTAL FIXED PAY..... (A)	259650
TOTAL VARIABLE PAY (TVP)..... (B)	28850
ADDITIONAL BENEFITS..... (C)	14575
GRATUITY	4371
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAL)	10204
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	303075

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) *Transport Allowance:

- In the event of your availing Company provided transport to commute to and from office, deduction will happen from your salary as per applicable policy.

ii) **Payment of Bonus: The provisions of Payment of Bonus Act, 1965, as amended from time to time are currently applicable to you.

iii) *Performance Incentive** would be payable to you starting from your Go Live Date. Maximum amount based on 100% performance; however, the actual payout shall be based on individual performance against set targets and / or performance of the organization. The Performance incentive will be paid-out as per existing company policy.



**Seller Services
Private Limited**

Date: 5th Jan, 2022

To Whomsoever It May Concern

This is to certify that Mr./Ms. Madhumitha-G having Govt. ID. 384896 and using vehicle no. is currently employed by Needs, a manpower agency and is supporting Amazon in the processing or delivery of products to customers. This person is engaged in activity of warehousing, transportation and e-commerce allowing members of the community to minimize their movement around the state.

Please be informed that as per the orders of Shri P Ravi Kumar, Chief Secretary and Chairman, State Executive Committee, Karnataka vide no. RD 158 TNR 2020 dated Jan 4th, 2022, **all the industries including IT industries are exempted from the restriction of curfew and their employees are permitted to move on producing valid ID card issued by their respective organization.**

In light of the above, we request you to grant the holder of the letter necessary permission and allow his/her movement within KARNATAKA-(Bangalore) solely for the purpose of discharging his duty which is in compliance with the applicable orders.

Liju Thomas
Authorized Signatory



Offer Letter**Date: 5 January 2022**

To,
Ms. Lakshmi Bhandari

Dear Lakshmi,

Congratulations!

We are pleased to offer you the position of **User success executive** with us here at PSI PHI Global Solutions Private Limited (hereafter referred to as 'Company' or 'OkCredit') where we hope you will enjoy your role and make a significant contribution to the success of the business and product development.

Your employment shall commence on **6 Jan 2022**. You will be based out of Bengaluru, Karnataka. You would be reporting directly to **Jayanth Bhatt, Lead User Success**.

1. You will be entitled to an annual fixed salary of **INR 2,40,000 (Two lakhs forty thousand only)**.
2. You would also be entitled to ESOPs worth **INR 50,000 (Fifty thousand only)**. The ESOPs shall be granted and vested over a time period as per the ESOP scheme.

The breakup of your total compensation is enclosed in **Annexure 1**. A detailed offer letter shall be issued at the time of joining.

Please return a signed copy of this letter as a token of your acceptance of this offer

For PSI PHI Global Solutions Private Limited

For PSI PHI GLOBAL SOLUTIONS PRIVATE LIMITED


Director

Harsh Pokharna
Director
DIN: 07621552
Authorised Signatory

I, **Lakshmi Bhandari**, accept this offer.

Annexure 1
Yearly - Break up of Salary

Salary Structure		
Particulars	Per Annum	Per Month
Fixed Component		
Basic	96,000	8,000
HRA	38,400	3,200
LTA	12,000	1,000
Special Allowance	2,400	200
Employee's Contribution to PF	21,600	1,800
Employer's Contribution to PF	21,600	1,800
Other allowances		
Fuel Expenses	7,200	600
Vehicle Repair and Maintenance	7,200	600
Books & Periodicals	2,400	200
Mobile / Telephone	2,400	200
Broadband	4,800	400
Furniture / Computer	12,000	1,000
Driver's Salary	12,000	1,000
Cost to the Company	240,000	20,000
ESOPs (vested over 4 years)	50,000	

Note:

1. Profession Tax will be deducted by Company every month from Salary as per applicable laws. Any amount paid as professional tax to the State Government is allowed as a deduction under Section 16 of the Income Tax Act, 1961
2. Income tax will be deducted as per the provisions of the Income Tax Act, 1961.
3. Stock shall be granted to an employee as per Company Stock Incentive Plan
4. Other benefits. Medical Insurance coverage of 10 Lakhs for self, spouse, 2 children and 2 dependent parents

Date: 25/04/2022

To,

Dear BRINDA ROSILINE D

Sub: Indicative Offer for the Post of HR RECRUITER - TRAINEE

With reference to your application and the subsequent interview you had with us, we are pleased to convey our intent to offer you to associate with M/s Archance HR Services HR RECRUITER - TRAINEE

A formal letter of appointment will be issued to you on your reporting for duty and completing the joining formalities. You are requested to furnish the following documents to us at the time of your joining the organization:

- All education Certificates - including 10th marks card
- Coloured Photos - 3 Nos
- Address proof - Voter ID Card, Aadhaar card, Driving license, passport
- Previous employer Relieving letter & Service letter/ Appointment letter
- Salary/Pay slip of previous Organization
- Pan card
- Bank details - Cancelled cheque / photo copy of pass book (front page)

As agreed, you will join the company on or before 26-04-2022. Please convey your acceptance of this offer by email indicating your date of joining.

Yours truly,

For Archance HR Services



Harsha B Shetty
Managing Partner

ANNEXURE - A		
NAME	BRINDA ROSILINE D	
DESIGNATION	HR RECRUITER - TRAINEE	
PERTICULAR	PM	PA
Section A		
Basic Salary+DA	14000	168000
House Rental Allowance (HRA)	1500	18000
Conveyance Allowance	0	0
Special Allowance	0	0
medical allowances	0	0
education allowances	0	0
Sub-Total - A	15500	186000
Section B		
Medical Reimb	0	0
LTA Reimb	0	0
Attendance Incentive	500	6000
Performance Incentive	2900	34800
Sub-Total (A+B)	18900	226800
PF Contribution (12%)	1680	20160
ESIC (0.75%)	142	1704
Canteen	300	3600
ProfessionalTax	200	2400
Total Employees deduction - C	2322	29352
Net Salary to Employee((A+B)-C)	16578	40800
PF (12%) on Basic + DA	1680	20160
ESIC (3.25%) on Total Gross	615	7380
Total Employer Contribution - D	2295	27540
Total Cost ((A+B)+D))	21195	254340

I have read & understood above terms and conditions & hereby signify my acceptance of the same.

For Archance HR Services



Harsha B Shetty
Managing Partner

Acceptance Signature

BRINDA ROSILINE D

Date:

Br: HSR Layout

No.19, 15th Cross, 15th Main,
Sector IV, H S R Layout,
Bangalore, Karnataka, 560102



DATE- 15-06-2022

To
HR
Zonal Office
Bangalore.

Dear Sir,

Sub : Application for engaging temporary bank man.

Hereby we have submitted application for engaging temporary bank man for BR HSR layout. Applicant Mr Tharun Rooban P has completed class 12th but not completed graduation/ equivalent examination. He is a permanent resident of Bandepalya, Satish Reddy Layout, Bangalore South, Bommanahalli, Bangalore, Karnataka – 560068. We have submitted following documents for your perusal and needful action.

- 1 Application for engagement of bankman
- 2 Annexure – 1 (Declaration)
- 3 KYC of applicant
- 4 Photocopy of 10th and 12th marks sheet.

Kindly oblige and do the needful at the earliest.

Yours truly,

Federal Bank
HSR Layout branch
Karthik R.P.
SP. No. 7477



Zonal Office Bangalore

BGRR/HR / TBM/019/2022-23

17.06.2022

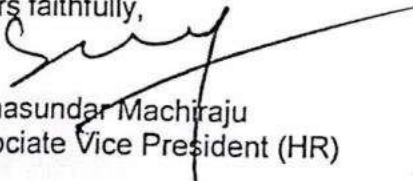
Senior Manager & Branch Head
Branch Bangalore/HSR Layout

Sub: Request for permission to empanel Shri Tharun Ruban P as Temporary Bankman for Branch Bangalore/HSR Layout.

We are glad to inform you that the competent authority has accorded sanction to empanel Shri Tharun Ruban P for Branch Bangalore/HSR Layout.

Hence, please comply with the norms laid down in the Federal –e-Digest 09/2021 & 06/2022. Please quote our Sanction Order No./ BGRR/HR/TBM/19/2022-223 dated 17.06.2022 to engage the temporary bankman for 85 days.

Yours faithfully,


Ramasundar Machiraju
Associate Vice President (HR)

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement") is entered into on this 14-Jul-2022 day of [2022], 2022 ("Effective Date"):

BY AND BETWEEN:

WEAVINGS MANPOWER SOLUTIONS PVT LTD having its registered office at **KARPUR GATE, ANEAKL, BANGALORE, KARNATAKA** (hereinafter referred to as the "**Employer**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors-in-interest and assigns), of the **ONE PART**;

AND

PAVAN M MANJUNATH PAVAN M aged about 14-Nov-1999 years, currently residing at **DOOR NO 186** (hereinafter referred to as "**Employee**", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include his/her successors, legal heirs and permitted assigns), of the **OTHER PART**.

The Employer and the Employee are hereinafter referred to individually as a "**Party**" and collectively as the "**Parties**".

WHEREAS, not being desirous of undertaking full time employment on a daily basis with any single employer; with a requirement of flexible working hours to cater to the Employee's personal needs and to use the same to augment additional / supplemental income; and to secure gainful yet flexible timing of work, the Employee has approached the Employer to provide him with employment offering flexible day and time of work suiting the Employee's needs;

WHEREAS, the Employer being desirous of engaging the services of the Employee on an "as per need" basis for the Employer's own requirement or that of any person / entity with whom the Employer contracts to provide contract labour, and without the obligation of providing any minimum guarantee of working hours on a daily, weekly or monthly basis, or any daily, weekly or monthly income, has offered such employment to the Employee as per the terms and conditions set out in this Agreement; and

WHEREAS, upon a clear understanding of the nature of employment, work and remuneration that may be provided by the Employer to the Employee, the Employee has agreed to accept such offer of employment, on the terms and conditions set forth in this Agreement.

NOW THEREFORE, in consideration of the mutual promises, covenants, understandings and conditions hereinafter set forth and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

SCOPE OF WORK

The Employee's employment with the Employer shall commence on, and, unless otherwise terminated in accordance with the terms contained in this Agreement, shall expire on, the dates specified in **Schedule A** hereto.

For the performance of his / her duties during the course of employment, the Employee will be deployed to the office / site of the Employer's choosing, and such location shall be the "**Primary Work Location**" of the Employee. Such location may be that of the Employer or a principal employer.

The Employee shall be required to undergo training at such location as may be designated by the Employer. On the basis of the Employee's performance at, and successful completion of, the said training, the Employee shall be assigned the scope of work and duties that he/she would be required to perform during the course of the his/her employment. The Employee will perform the work, duties, and responsibilities assigned to the Employee in accordance with the directions communicated to the Employee from time to time.

The Employee shall abide by and strictly comply with the terms and conditions, and code of conduct, applicable at the Primary Work Location, and communicated to the Employee from time to time by the Employer or the principal employer.

The Employee will be required to work at the Primary Work Location in shifts of 4 (four) to 10 (ten) hours-durations each, or a single shift exceeding 10 (ten) hour-duration in a day (with applicable break), as may be offered to the Employee. The information relating to the availability of the type and number of shifts offered by the Employer which the Employee may choose to opt in a particular week will be available to the Employee in advance. The Employee shall be at liberty to choose the shift when he/she wishes to work, subject to the same being offered and available. The Employee understands that the Employer does not guarantee minimum number of work hours or shifts to the Employee at any point of time. The maximum number of hours of work performed by the Employee shall not exceed 48 hours per week. However, the Employer may increase such maximum number of work hours per week. At any event, the Employee shall at all times ensure that the Employee shall not violate the applicable laws relating to overtime, spread-over and break. Further, the Employee shall not work more than 6 (six) consecutive days per English calendar week.

If the Employee books a shift but fails to report at the Primary Work Location in time for the relevant shift, the same shall be treated as absence and a leave without pay availed by the Employee.

During the hours of work performed for the Employer, the Employee shall devote his / her entire time, energy and attention to the work assigned to the Employee. Subject to the above, the Employee shall be at liberty to seek gainful employment elsewhere, provided that the nature of work performed during such employment is not in direct or indirect competition with the work performed by the Employee for the Employer, unless prior written approval for the same has been sought from the Employer.

During the course of employment, the Employer may require the Employee to undergo and complete training programs from time to time.

REMUNERATION AND LEAVE POLICY

The remuneration and benefits, statutory or otherwise, that may be payable in relation to the services rendered by the Employee, as well as the manner in which the same shall be paid, are as set forth in **Schedule A** hereto, which may be amended by the Employer from time to time.

The remuneration paid to the Employee by the Employer for the services rendered to the Employer shall be subject to withholding of taxes as per applicable laws. The Employee shall be liable for any income tax and all other applicable taxes arising out of such payments and benefits.

The Employee shall be entitled to benefits in accordance with terms and conditions contained in **Schedule A** hereto.

CONFIDENTIALITY

The Employee acknowledges that during the course of his/her employment with the Employer, he/she will have access to and/or will possess trade secrets and other confidential information of the Employer and / or principal employer (as defined under the "Contract Labour (Regulation and Abolition) Act, 1970), as well as that of their suppliers and customers, including, but not limited to, the Employer's / principal employer's business plans, technological and strategic initiatives, marketing programs, details of suppliers and customers, pricing and credit techniques, information concerning dealings, transactions or affairs of the Employer / principal employer, private processes, and books and records ("**Confidential Information**"). To protect the Confidential Information and the goodwill of the Employer / principal employer, the Employee undertakes to the Employer that he/she shall not, without the express written permission of the Employer or principal employer, as the case may be, use or disclose (either personally or through an agent or otherwise, directly or indirectly) or allow to be used or disclosed any such Confidential Information.

In furtherance of Clause 3.1 above, all memoranda, notes, records or other documents, made or compiled by the Employee or made available to him/her during the course of his/her employment, which contain Confidential Information, if in the possession or under the Employee's control, shall be (i) delivered to the Employer / principal employer, or (ii) destroyed by the Employee on the Employer's/ principal employer's instructions, upon termination of his/her employment.

TERMINATION OF EMPLOYMENT

The Employee's employment hereunder shall terminate upon the expiry of the term of this Agreement, or in accordance with the terms contained hereinbelow, whichever is earlier.

Either Party may terminate this Agreement by giving prior written notice of at least 30 (thirty) days to the other Party.

Notwithstanding the above, the Employer may immediately terminate the employment of the Employee, without providing any prior notice, in the following circumstances:

Where the Employee has been charge-sheeted for any offence involving moral turpitude or fraud ("charge-sheeted" under this Agreement means the filing of a charge-sheet by jurisdictional police or

framing of charges by a court of competent jurisdiction, whichever is earlier, and shall not include a mere allegation, complaint or the filing of a first information report);

Where the Employee is involved in an act of gross negligence or proven misconduct, as reasonably determined by the Employer / principal employer, in connection with the performance of the Employee's duties under this Agreement;

Where the Employee commits breach of any of the terms of this Agreement or of the Employer's / principal employer's policies and other documents or directions, as reasonably determined by the Employer or principal employer, as the case may be;

Where the Employee does not perform any work for a continuous period of 30 days.

Where it is found that the any part of the personal information provided by the Employee at the time of joining employment with the Employer is incorrect, false, incomplete and/or fabricated; and

Where the Employee fails to successfully complete the training assigned to him/her by the Employer.

Where the law requires that an enquiry proceeding be conducted for terminating the employment, such enquiry shall be conducted by the Employer.

This Agreement shall automatically terminate immediately in the event of the death of the Employee during the term of the employment, without further obligations.

Upon termination of the Employee's employment for any reason whatsoever, and that the Employee shall immediately cease to use any property of the Employer and/or principal employer that continues to remain in the Employee's possession at the time of such termination and the Employee shall further forthwith return such property to the Employer or principal employer, as the case may be.

REPRESENTATIONS AND WARRANTIES

The Employee hereby represents, warrants, and confirms that:

he/she understands and agrees that under the terms of this Agreement, the Employer neither guarantees any minimum number of hours of work to the Employee, nor the availability of shifts on any contiguous days;

he/she has executed and delivered this Agreement as his / her free and voluntary act, after having determined that the provisions contained herein are of benefit to him/her, and that the duties and obligations imposed on him/her hereunder are fair and reasonable;

the nature of work and employment provided by the Employer caters to the specific requirements of the Employee for flexible schedule of work hours;

he/she has read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and

the execution of this Agreement by him/her and performance of his/her obligations, responsibilities and duties hereunder shall not result in the breach of any of his/her obligations, covenants or

undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other person.

MISCELLANEOUS

This Agreement, as well as the Schedules A hereto, shall constitute the entire agreement between the Parties relating to the subject matter hereof and supersedes in their entirety all other written or oral agreements between the Parties.

If any one or more of the provisions of this Agreement is declared invalid, illegal, or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not, in any way, be affected or impaired thereby. There shall be substituted for any such provision held invalid, illegal or unenforceable, a provision of similar import, reflecting the original intent of the Parties to the extent permissible under law.

The provisions of Clause 3 (Confidentiality), Clause 5 (Representations and Warranties) and this Clause 6 (Miscellaneous) of this Agreement shall survive the termination of the Employee's employment with the Employer for any reason.

Save and except as otherwise provided in this Agreement, the waiver of any default or breach under this Agreement by any Party shall not constitute a waiver of the right to terminate this Agreement or otherwise exercise rights or remedies for any subsequent default of a similar nature or under any other terms and conditions of this Agreement.

No variation of this Agreement shall be binding on any Party, unless such variation is in writing and signed by each Party.

This Agreement shall be construed with, and be governed by, the laws of India without giving effect to the principles of conflicts of laws. The courts at the city where the Primary work Location is situated shall alone have exclusive jurisdiction over all matters arising out of, in relation to, or pursuant to, this Agreement.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the date first above written.

For Weavings Manpower Solutions Pvt.Ltd. <i>Nibita</i> Through its authorized signatory _____ Name:	Employee: _____ Name:
--	--

SCHEDULE A

Details of duration of employment, remuneration and leave policy

14-Jul-2022

Start Date of Contract	}	:	Three Month Contract
End Date of Contract			

14-Oct-2022

Basic Salary : Rs.83/- per hour. The Basic wage will not be payable during days of absence and leave without pay.

Night Shift Allowance : Rs.115/- will be paid as Night Shift Allowance for the shift physically presented in Night Shift.

Transport Allowance : Rs.65/- will be paid as Transport Allowance for the shift physically attended

Where law prescribes a different minimum wage given the nature of the industry where the Employee would be deployed, the minimum wage as applicable to that industry will be paid to the Employee on a pro-rated basis for the number of hours worked.

Shift Timings : As provided under Clause 1.5 of the Agreement

Bonus/ PF/ ESIC : As per Government Norms.

Salary Payout : Net Salary (Take home salary) for the shift worked will be paid next day by 6 PM

Monthly Salary payout date would be on or before 7th of every month of the following month.

Other Compensations details:

Your salary will be paid through electronic transfer mode in the salary designated bank for which you have to provide relevant information at the time of joining

DECATHLON

SPORT FOR ALL - ALL FOR SPORT

Employment Contract

Emp ID: DP8315

To,

Date: 19-04-2022

BALARAMAN E,

No 27, 2nd Main Rd, Krishna Layout, Devarachikkanahalli,
Bangalore
Karnataka
India.

Dear **BALARAMAN E,**

Thank for your interest in choosing Decathlon Sports India Pvt Ltd (DSIPL). As we believe your passion for sport and your values match those of our Company, we, at DSIPL, are pleased to appoint you as a **Decathlon Permanent Employee on a full time basis** and your responsibilities would be those of a **Sport leader** at our **Bangalore** location effective **10-04-2022**.

Your gross fixed compensation would be **INR. 90.00 per hour**. You are entitled to all the social security benefits like PF, ESIC (as per applicability), & bonus as specified in the respective statutory acts.

You would be entitled to non-statutory benefits such as Health & Social Security Insurance. Further you would be eligible to earn monthly performance bonus to a maximum of **0.0%**. Monthly performance bonus is payable subject to the successful achievement of individual and Company goals as specified by your manager from time to time.

V Santhosh will be responsible to mentor and guide you in this phase of your professional journey or any such manager assigned by the later.

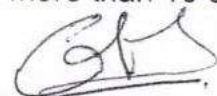
We at DSIPL strongly believe in your ability to manage yourself in the best interest of the Company. Fewer the rules better the productivity as far as we are concerned.

We trust you will enjoy working with DSIPL and take the utmost autonomy to complete your responsibilities-

DECATHLON SPORTS INDIA PVT. LTD.
Decathlon Sports India Pvt. Ltd.
Survey No. 78/10, A2 0 Chikkajala Village, Bannerghatta, Bangalore - 562157
Mobile: +91 - 7676798989, www.decathlon.in
Survey No. 1, 2, 3, 4, Kalena Agrahara,
Bangalore Main Road, Begur Hobli,
Bangalore - 560 083.

CIN: U72200KA2004FTC033858

1. We believe you will treat your team mates and customers with utmost respect
2. We are bound by certain regulations by the Government of India and our Group norms. You will be required to abide by all these regulations* currently existing or any such rules that might be incorporated from time to time
3. When you are happy being a part of the DSIPL family, we expect you will be open to relocate to any location where the Company currently has stores or may be established or any other Group companies as deemed necessary
4. Your salary and its components are strictly confidential and we prefer you not share it with other team members
5. We hold transparency in high regard. You cannot involve yourself in taking or giving bribe, gambling, theft, fraudulent practices or any such act that might affect DSIPLs reputation or damage to property
6. We at DSIPL, have a strict policy against sexual harassment. We believe that you will not engage in any form of sexual harassment towards any of the Company employees and the Company's customers. DSIPL also ensures a safe environment to all its employees and customers and strict action will be taken against any offender, be it employee or customer
7. All documents submitted by you to the Company shall be subjected to scrutiny by the appropriate authorities
8. In the event you feel you cannot be a part of our culture and environment, kindly communicate your desire to depart at least 7 days in advance
9. In the event we find you have not abided by these, and other regulations explained to you by your manager or if you do not share the values of DSIPL, we shall communicate the dis-continuance of employment with DSIPL to you at least 7 days in advance
10. However, your employment will be subjected to immediate termination on the following conditions prescribed in the Industrial Employment/Model Standing Orders Act 1946-
 - wilful in subordination or disobedience, whether alone or in combination with others, to any lawful and reasonable order of a superior,
 - theft, fraud or dishonesty in connection with the employers business or property,
 - wilful damage to or loss of employers goods or property,
 - taking or giving bribes or any illegal gratification,
 - habitual absence without leave or absence without leave for more than 10 days,



- habitual late attendance,
- habitual breach of any law applicable to the establishment,
- riotous or disorderly behaviours during working hours at the establishment or any act subversive of discipline,
- habitual negligence or neglect of work,
- unauthorised strike of work or inciting others to strike work in contravention of the provision of any law, or rule having the force of law.

11. Any image taken of you during a Decathlon event or during a photo-shoot shall be the property of Decathlon and you consent to Decathlon's use of the such image in communication.

12. Apart from the above mentioned rules all rules specified under the certified standing orders of Decathlon will be applicable to you from the date of your joining Decathlon

13. Clause 4 of this employment contract shall continue to survive even after any form of termination of this employment contract.

***. Notwithstanding anything mentioned above, please note that the regulations would be explained to you by your respective manager during your induction program**

Should you accept the above information, then kindly sign the duplicate copy of this appointment letter.

We welcome you to the Decathlon Family!

For Decathlon Sports India Pvt Ltd

Accepted By Me

Decathlon Sports India Pvt. Ltd.
Decathlon Bannerghatta
Survey No. 1, 2, 3, 4, Kalena Agrahara,
Bannerghatta Main Road, Begur Hobli,
Bangalore South - 560 083.

Authorised Signatory



Employee Signature



MP ASSOCIATES

To,
Aman Kumar R
Chandapura,
Bangalore.

OFFER LETTER

Dear Aman Kumar R,

This is with reference to your meeting/discussion with us on exploring an opportunity with MP Associates.

We take pleasure in informing that you have been selected as "Field Representative" with effect from 05/09/2020.

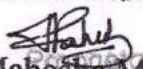
You shall be posted at our Client Site – "Clix Capital Services PVT LTD" & would be operated from their Bangalore location during the timings 7AM to 7PM.

As a token of acceptance to this offer, kindly record your signature on all the pages of this letter and share a copy with us for our records.

We look forward to connect with you on board & a mutually progressive path ahead.

You may feel free to connect with our HR of MP Associates to complete documentation process.

For MP ASSOCIATES
Authorised Signatory


Mahesha MP
(Proprietor)

ACKNOWLEDGEMENT

I accept the above offer letter & the details as mentioned below of the offer letter. I shall be joining MP Associates on or before 05/09/2020

Name : Aman Kumar R
Designation : Field Representative
Date of Joining : 05/09/2020

Salary Breakup

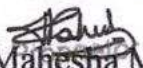
Gross Income =====> 15,000.00

Deductions=====> 1366.00

Net Income=====> 13,634.00

- Note: 1. Bonus and Leave Wages will be paid annually.
2. Med claim will be provided for those who eligible.
3. Notice period of 15days should be given before resigning the job.

For MP Associates,


Mahesha MP
(Proprietor)

ACKNOWLEDGEMENT

I accept the above offer letter & the details as mentioned below of the offer letter. I shall be joining MP Associates on or before 05/09/2020.

MP ASSOCIATES

To,
Rithesh Kumar S
Chandapura,
Bangalore.

OFFER LETTER

Dear Rithesh Kumar S,

This is with reference to your meeting/discussion with us on exploring an opportunity with MP Associates.

We take pleasure in informing that you have been selected as "Field Representative" with effect from 05/01/2020.

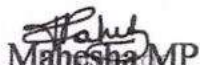
You shall be posted at our Client Site – "AXIS BANK LTD" & would be operated from their Bangalore location during the timings 7AM to 7PM.

As a token of acceptance to this offer, kindly record your signature on all the pages of this letter and share a copy with us for our records.

We look forward to connect with you on board & a mutually progressive path ahead.

You may feel free to connect with our HR of MP Associates to complete documentation process.

For Authorised Signatory


Mahesha MP
(Proprietor)

ACKNOWLEDGEMENT

I accept the above offer letter & the details as mentioned in Annexure A & B of the offer letter. I shall be joining MP Associates on or before 05/01/2020

Name : Rithesh Kumar S
Designation : Field Representative
Date of Joining : 05/01/2020

Salary Breakup

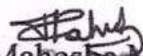
Gross Income =====> 15,000.00

Deductions=====> 1366.00

Net Income=====> 13,634.00

- Note: 1. Bonus and Leave Wages will be paid annually.
2. Med claim will be provided for those who eligible.
3. Notice period of 15days should be given before resigning the job.

For MP Associates,


Mahesha MP
(Proprietor)

ACKNOWLEDGEMENT

I accept the above offer letter & the details as mentioned in Annexure A & B of the offer letter. I shall be joining MP Associates on or before 05/01/2020.