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TEAPOD/Ramya Dayalan/Internship Call Letter/April 19th 2023

1 message

Puja Teapod <puja@teapodservices.com>

Mon, 17 Apr 2023 at 4:32 pm

To: ramyadayalan23 <ramyadayalan.23@gmail.com>

Cc: placement <placement@sfscollege.in>, Ritu Jain <ritu.jain@teapodservices.com>

Dear Ms. Ramya Dayalan ,

Greetings from TEAPOD!

It is a pleasure connecting with you!

We are offering you the role of an **HR Intern followed by HR Executive Consultant, once the formalities are completed.**

Work timing will be 9:00 AM to 6:30 PM Monday to Saturday. Start Date: Wednesday 19th April 2023. You will be allowed to visit the college for your internal and University Exams based upon the requests put minimum 10 days in advance and as approved by the Faculty and the College Officer. All leaves taken during internship will not be compensated.

As we endeavour to begin a new journey, we request you as a first step to please bring to our office the following documents for verification:

1. Pan Card & Aadhar card and Driver's License (original and copies for verification)
2. Two passport size pictures
3. Please bring the relieving letter and experience certificates from the college or organisations.
4. Please bring the Original Xth and XIIth certificates.
4. Please share your bank details with us for salary processing

We will be handing over a working laptop and other accessories (SIM card, Phone) to you for your official work, please return it to the company in a working condition as soon as your tenure with TEAPOD ends.

PAY Structure: **Stipend** at this pay level is INR 12K after the completion of the internship & exams in September your CTC will be at 15K along with 3% Incentives on the closures.

Kindly note the general terms that are applicable to our HR Consultants:

- We have a probation period of 90 days
- Upon the expiry of the probation period the person can leave the organisation after giving 60 days notice. Similarly the organisation can terminate the consultant's services by giving 60 days notice period without assigning any reason whatsoever or at its sole discretion.
- TEAPOD reserves the sole right to waive consultant's notice period or a part thereof or accept payment in lieu of such notice period.

JSV

GST NO: 29BZ7P42859R1ZU

MGR: BELM05533

CONSTRUCTIONS

NO 24, Rayasandra, Hosa Road, Bangalore-560100.

1st-June 2023

Gagan Kumar M

No 952, Janatha colony, Bommasandra,
Anekal, Bangalore 560 099.

Sub- Job offer letter for assistant accountant.

Dear Gagan Kumar M

We are very delighted to inform you about your selection as a assistant accountant at our esteemed company that is JSV CONSTRUCTION. We think that Responsibilities and Duties of assistant accountant which includes maintaining accounts and many such things can be handled by you in a proper way.

Your salary will be credited to your bank account at the end of each month which is 18000 and incentives on the basis of your performances. The working timing is 9:00am to 5:30pm. You can be Join this company as Assistant accountant from acceptance of the position no later than the close of business on 18th June 2023. We look froward to having you begin your career at JSV CONSTRUCTION.

Sincerely,

Vishwa J {Managing director}

For JSV CONSTRUCTION [sing]

Date -

16/23
Proprietor

08th Jun , 2023

Dharshan B,
Bangalore

SUB: OFFER LETTER

Dear Dharshan B,

With reference to your application and the subsequent interviews, we are pleased to offer you the post of **Customer Relationship Executive** in our Organization. You will be based at our **Bangalore** center on the terms and conditions mutually discussed and agreed upon.

This offer is subject to submission of photocopies of the following:

- Your updated resume
- Education certificates
- 2 Passport size photographs
- PAN card
- Aadhar card
- Address Proof (Rent agreement/ affidavit, in case address mentioned in Aadhar card is not of Bangalore)

Please ensure to get your original documents for each of the above.

You are requested to join our organization on or before **08th Jun , 2023** failing which, this offer stands withdrawn. The detailed appointment letter will be issued to you after satisfactory completion of training and certification and on providing the requisite documents as mentioned above. The terms and conditions as mentioned in the appointment letter shall be considered as final in regards to your employment with us.

We look forward to your joining our organization and wish you all the best in your career with us.

The training period has been extended.
23/05/23 - 9/06/23 So I request you to
Thanking you, allow ~~them~~ him for further class.
Yours Sincerely, Thank you.

For One Point One Solutions Ltd.,

Acceptance

ONE POINT ONE SOLUTIONS LTD

(Formerly One Point One Solutions Pvt. Ltd.)

Corporate Office : C 42, TTC Industrial Area, MIDC, Village Pawane, Navi Mumbai 400 705, INDIA
T. 022 6687 3800 F. 022 6687 3889 CIN. U74900MH2008PLC182869 www.1point1.in

Mumbai . Gurgaon . Indore . Bangalore

Contact : 9113519598
HR Zeeshan.

Welcome Letter

Date of Joining: 01/06/2023

Mr. Gagan Kumar M,

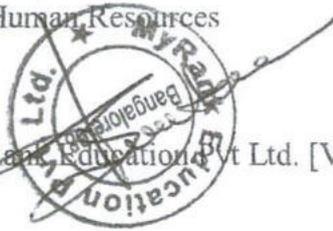
Welcome to MyRank Education Pvt Ltd. [VISY Associates]

With your induction, the company has taken a step forward to fulfill a part of the company's vision. And now it is upon us to strive towards creating value for our customers by offering individualized real time online services. We shall live up to the Entrepreneurial spirit and work with complete transparency & compliance to become the Indian online educational service brand.

This letter is an agreement between you and the company that you will uphold all that we stand for and strive towards the fulfillment of the company's goals.

Head – Human Resources

For MyRank Education Pvt Ltd. [VISY Associates]



Gagan Kumar M



BRAINY STARS INTERNATIONAL SCHOOL

(AFFILIATED TO CBSE, NEW DELHI AFFILIATION NO. 831130)

Website : www.bsinternationalschool.com

APPOINTMENT LETTER

A. Employee ID	: BSIS/22/145
B. Name of the Applicant	: Ms. CARMEL FASTINA
C. Father 's Name / Spouse's Name	: Mr. JOSEPH
D. Qualification	: B.Com
E. Department/ Designation	: Dance Teacher
F. Date of Birth	: 11/05/2002
G. Date of Joining	: 29/01/2023

With reference to your application dated 26th January and the subsequent interview held on 26th January 2023, the Management is pleased to offer you the post of **Dance Teacher** in **B S International School**, Electronic city on a consolidated pay of **INR 15,000/- per month**. Period of eleven months on probation/ Adhoc-basis provided the following terms and conditions are acceptable to you.

TERMS AND CONDITION OF APPOINTMENT:

- Appointment letter and the first month salary will be released only after the submission of Original Certificates & Three Salary Cheques on the day of joining duty, along with the joining report.
- You are supposed to follow the dress code as per the norms of the Management.
- You are supposed to speak only in English at the workplace.
- In the event of your services being continued after one year, you will be confirmed to the post in which you satisfy the Management. However, your services can be terminated during the confirmation period without assignment for any reason whatsoever.
- You are eligible for Annual increment; provided your work continues and is found satisfactory after the completion of a successful one year. However, the grant of increment is not warranted in adverse cases of report and result.
- Your services to the institution must be in strict adherence to the nature of work/timings/ leaves/ holidays etc., as adopted by the concerned place of the work from time to time.

Phone : 7406011012 | Email : Info@bsinternationalschool.com

Address : #228/4, S. Bingipura, Electronic City Phase - 1, Bangalore - 560105

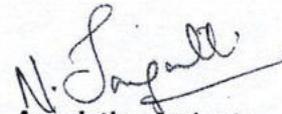


BRAINY STARS INTERNATIONAL SCHOOL

(AFFILIATED TO CBSE, NEW DELHI AFFILIATION NO. 831130)

Website : www.bsinternationalschool.com

- You shall abide by the rules and regulations of the Institution and the instructions issued by the Managing Committee communicated through the Head of the Instruction from time to time.
- Safety of every child should be given utmost priority by every teacher.
- Management has all rights to terminate any staff member without giving prior notice if found guilty in misappropriation of funds, misbehaviour and violation of the organization's rules and regulations.
- All the staff members working in the academic section / administrative section shall be governed and monitored by the Principal.

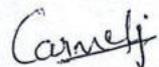

Appointing Authority

You are advised to sign the certificate below and report to duty as mentioned, failing which the appointment stands lapsed or cancelled.

CERTIFICATE OF ACCEPTANCE

Having read the terms and conditions mentioned above, I acknowledge to abide by them/ any of these modified and brought into force from time to time in the interest of the Institution. I thank the Management for the opportunity extended to me and promise that I shall strive hard to come up to its expectations in all my endeavours.

I hereby join duty from 29/01/2023


(Sign of the Employee)

Place: Bangalore

Date: 29/01/2023

Phone : 7406011012 | Email : Info@bsinternationalschool.com

Address : #228/4, S. Bingipura, Electronic City Phase - 1, Bangalore - 560105



Date: 19/04/2023

TO WHOMSOEVER IT MAY CONCERN

We are pleased to confirm Mohammed Yakhub Khan selected for HRH Next. You have been selected for a full-time job with Car's24 Buyers and you will be working as Customer Support Executive.

The tenure of the training with HRH next is 1 month and will start on April, 19th 2023, and will end on May, 20th 2023. During your job, you will be paid an amount of Rs 16000/-for every month, including all the benefits like conveyance and variables etc., later can be moved as a Full time after the training for the same process.

During the job, you may come across confidential information about HRH Next and Car's24 Buyers. By accepting this offer, you acknowledge and agree that you will not be using this information for personal use and will not be disclosing it to anyone.

Request you to support during this training. We wish Best of luck in your new career!

Regards,

A handwritten signature in blue ink is written over a circular blue stamp. The stamp contains the text 'HRH NEXT SERVICES PVT LTD' around the perimeter and 'BANGALORE' at the bottom.

PriyaMadhuri

(HR HEAD)
HRH Next Services Pvt Ltd
186/2, Tapaswiji Arcade,
Hosur Road, near silk board,
BTM 1 st stage, Bengaluru - 560068

OFFER LETTER

06-06-2023

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

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

Further to our discussion, we are pleased to invite you to join our team as an **RM Executive - L1** based out of Bengaluru, Bengaluru, Karnataka, India.

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

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 4,37,408** /- per annum.

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

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

POLICIES AND PROCEDURES

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

LEAVE

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



OTHER ENGAGEMENTS

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

TERMINATION

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

RETURN OF COMPANY PROPERTY

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

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

NON-COMPETE & NON-SOLICITATION OBLIGATIONS

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



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

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

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

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

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

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

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

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

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

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



CONFIDENTIALITY

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

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

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

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

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

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

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

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

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



Your date of Joining is 07-06-2023.

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

Best Regards,

HR Team

NoBroker Technologies Solutions Pvt. Ltd.

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

Acceptance:

I, **CHETHAN H. D**, have read, understood, and accept this offer of employment, as set forth above.

Signature: _____ Date: _____



ANNEXURE

Remuneration Structure (In INR)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	2,04,000	17,000
HRA	5,003	417
Advanced Statutory Bonus	16,993	1,416
Employer PF	21,600	1,800
Fixed Pay	2,47,596	20,633
Performance Bonus	1,80,000	15,000
Gratuity	9,812	818
Total CTC	4,37,408	36,451

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

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

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



24-Jan-2022

Syed Fardeen
NEAR TO ARR ALMAS TOWER ,
POPULAR COLONY,
MANGAMMANAPALYA,
BOMMANAHALI , BANGALORE 560068

SUBJECT: OFFER OF EMPLOYMENT WITH TRANSWORLD SYSTEMS INDIA PRIVATE LIMITED

Dear Syed,

Consequent to the interviews, which you have had with Transworld Systems India Private Limited, we would like to make you the offer for the position **Associate Exception Processing**. The employment will take effect on or before **27-Jan-2022**.

You will be designated as **Associate Exception Processing** and your initial posting will be in **Bangalore**.

The terms and conditions governing this employment are given in the Employment Agreement, Employee Intellectual Property Agreement and the details of your compensation and benefits are given in Appendix A. This is just an offer letter and is subject to satisfactory Background Verification.

You are requested to accept the offer and confirm us by **25-Jan-2022**. In absence of your acceptance, the offer is automatically deemed withdrawn.

You are required to sign a copy of the agreement on **27-Jan-2022** as an indication of your accepting the offer of employment.

We look forward to having you on board, effective on or before **27-Jan-2022**

Regards,

FOR TRANSWORLD SYSTEMS INDIA PRIVATE LIMITED:

Signature: _____

Ashwin Naik
Vice President, Customer Solutions; Country Manager, India

Transworld Systems India Private Limited

Registered office: Pritech Park, Survey # 51 to 64/4, Block # 12, 3rd Floor, "B" Wing, Bellandur Village, Sarjapur Marathahalli Outer Ring Road, Bangalore - 560103, India.

+91 80 67100000 www.tsico.com

Sep 27, 2022

To,

Employee Name : Syed Fardeen
Employee Code : A28957
Designation : Associate Exception Processing
Department : CRM-ASSURANT-BANGALORE

Dear Fardeen,

Congratulations!

As per your employment agreement dated Jan 27, 2022 you were on probation for 6 months. This was further extended by 2 months.

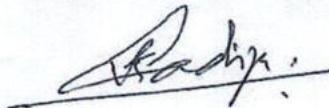
We are pleased to confirm your service as **Associate Exception Processing** with TSI, with effect from Sep 27, 2022 basis your performance during the extended review period.

The terms of your employment and compensation remain unaltered. You will continue to be governed by the policies and procedures of the organization, as applicable.

We appreciate your contribution and commitment to TSI and wish you a successful career with the company.

Wishing you the very best.

Warm regards,
For Transworld Systems India Private Limited



Vijaykumar K Gadiya
Director, Human Resources

Transworld Systems India Private Limited

Registered office: Pritech Park, Survey#51 to 64/4, Block # 12, 3rd Floor, "B" wing, Bellandur village,
Sarjapur Marathahalli Outer Ring Road, Bangalore – 560103, India.

Contact: +91 80 67100000 🌐 WWW.tsico.com

OFFER LETTER

06-06-2023

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

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

Further to our discussion, we are pleased to invite you to join our team as an **RM Executive - L1** based out of Bengaluru, Bengaluru, Karnataka, India.

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

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 4,37,408** /- per annum.

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

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

POLICIES AND PROCEDURES

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

LEAVE

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



OTHER ENGAGEMENTS

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

TERMINATION

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

RETURN OF COMPANY PROPERTY

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

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

NON-COMPETE & NON-SOLICITATION OBLIGATIONS

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



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

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

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

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

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

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

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

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

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

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



CONFIDENTIALITY

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

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

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

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

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

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

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

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

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



Your date of Joining is 07-06-2023.

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

Best Regards,

HR Team

NoBroker Technologies Solutions Pvt. Ltd.

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

Acceptance:

I, **PRATHIKSHA N**, have read, understood, and accept this offer of employment, as set forth above.

Signature: _____ Date: _____



ANNEXURE

Remuneration Structure (In INR)

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	2,04,000	17,000
HRA	5,003	417
Advanced Statutory Bonus	16,993	1,416
Employer PF	21,600	1,800
Fixed Pay	2,47,596	20,633
Performance Bonus	1,80,000	15,000
Gratuity	9,812	818
Total CTC	4,37,408	36,451

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

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

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





VC TECHNOLOGIES

447, KARPAGA NAGAR, 14 STREET,
K.PUDUR, MADURAI-625 007.
GST: 33ACAPV7632D2ZQ

1st June 2023

Lenaakumarr
No.7 Amar residency
Kammasandra, Electronic city
Bangalore – 560100.

Sub- Job offer letter for business developer.

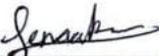
Dear Lenaakumarr,

We are very delighted to inform you about your selection as a business developer at our esteemed company that is VC technologies. We think that responsibilities and duties of a business developer which includes developing and maintaining client relationships, negotiating contract terms with clients and many such things can be handled by you in a proper way.

Your salary will be credited to your bank account at the end of each month which is 18000 and incentives on the basis of your performance. You can join this company as a business developer from 5th June 2023 if you are interested in this job. Working hours are from 9am to 6pm. We believe that you are capable of handling each and every duty responsibly. We are eagerly waiting for your positive response as well as for you to join this company as soon as possible.

Sincerely,
Valliappan (managing director)

I, Lenaakumarr, accept the above offer and will begin full time job on date 5th June 2023


_____(Signature)
Date – 2.6.23



Dear Sharada R,

We are pleased to offer you the full time position of Fundraising Officer at CEF International with a start date of 7th May 2023, contingent upon background checks, reference checks, etc. We believe your skills and experience are an excellent match for our organization.

In this role, you will be mainly required to achieve your individual target and achieve your team's monthly target.

The annual salary for this position is 2,04,000/-Rs to be paid. There is a 1-month notice required should you wish to leave your employment with CEF International.

As an employee of CEF International, you are also eligible for our benefits program, which includes incentives, etc., and other benefits that will be described in more detail in the [employee handbook, orientation package, etc.].

Please confirm your acceptance of this offer by signing and returning this letter by 8th May 2023.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Best Regards,

Tania Dutta

Tania Dutta

*91 9353356627

info@cefinternational.org

www.cefinternational.org

KANISHKA STUDY CENTRE

(2ND FLOOR, JS BUILDING, SARJAPURA ROAD, ATHIBELE, BANGALORE-562107)
CELL: 9986638150, 8073569210 Email:kanishkastudycentre14@gmail.com.

June 16, 2023

Mr.Kishore.R

#38/E, Sai Brundhavan Layout,
Bettadasapura, Electronic City,
Bangalore-560100.

Dear Kishore,

We are pleased to offer you the position of **Assistant Accountant** at **KANISHKA STUDY CENTRE**. We feel confident that you will contribute your skills and experience to the growth of our institution.

As we discussed, your starting date will be **June 26, 2023**. Your salary will be credited to your bank account at the end of each month which is **20000/-** and incentives on the basis of your performances. Direct deposit is available.

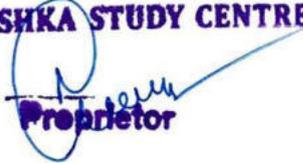
If you choose to accept this job offer, please sign the second copy of this letter and return it to me at your earliest convenience.

We look forward to welcoming you on board.

Sincerely,

NARENDRAKUMAR N (Director)

For KANISHKA STUDY CENTRE


Proprietor

JSV

GST NO: 29BZV7YR2559JLZU

Mob: 9818045528

CONSTRUCTIONS

NO 24, Rayasandra, Hosa Road, Bangalore-560100.

1st-June 2023

Pavan Kumar M

No 163, Bangalore English school road,

Naganathapura, Hosa Road, e-city[p],

Bangalore 560-100.

Sub- Job offer letter for assistant accountant.

Dear Pavan Kumar M

We are very delighted to inform you about your selection as a assistant accountant at our esteemed company that is JSV CONSTRUCTION. We think that Responsibilities and Duties of assistant accountant which includes maintaining accounts and many such things can be handled by you in a proper way.

Your salary will be credited to your bank account at the end of each month which is 18000 and incentives on the basis of your performances. The working timing is 9:00am to 5:30pm. You can be Join this company as Assistant accountant from acceptance of the position no later than the close of business on 18th June 2023. We look froward to having you begin your career at JSV CONSTRUCTION.

Sincerely,

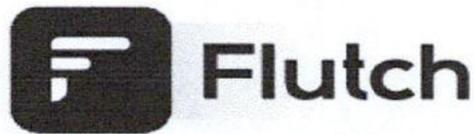
Vishwa J {Managing director}

For JSV CONSTRUCTION

[sing]

Date -

2/6/23
Proprietor



08-May-2023

Ankitha K

Subject: Offer of Employment with Flutch Technology Private Limited

Ankitha K

With reference to your application and subsequent interviews you have had with us, we are pleased to appoint you as **Influencer Campaign Associate** in Flutch Technology Pvt Ltd with effect from **16 May 2023**, subject to the following terms & conditions. This letter of appointment supersedes all other communications made to you prior to the date of issue of this appointment letter. You will be designated as **Influencer Campaign Associate** and your posting will be in Bangalore.

1. EMOLUMENTS

Your total compensation will be Rs.240000/- (Rupees two lakh forty thousand only) per annum. The breakup of emoluments is annexed herewith.

2. REPORTING

You would be reporting directly to the Head and/or to whosoever the Company deems fit to be your supervisor.

3. PROBATION

You will be placed on probation for a period of two months from your date of joining. On the successful completion of your probation period, you will be confirmed in writing. Your probation period can be extended if the management is unsatisfied with your performance.

The probation period will be assumed to have been extended until such time as you receive your confirmation in writing.

4. RESPONSIBILITIES

In view of your office, you will be required to carry out your duties and responsibilities effectively to achieve the desired results which may include working late hours.

5. LEAVE

Every employee is eligible for leaves as per the prevailing leave policy. Leave Policy will be communicated on your joining the company.

6. NO SIMULTANEOUS EMPLOYMENT

While employed with this company, you will not in any circumstances be permitted to work for any other firm or person, either whole-time or part-time, to own, or in any way be associated with any firm or person as advisor, director or partner, whether paid or not, for your services, without prior written permission of the company.

7. CONFIDENTIALITY OF INFORMATION

- You will not, during the continuance of this appointment and thereafter, disclose, divulge or communicate to any interested or other persons, whatsoever, any information relating to the company's technical know-how, business practices, or any other information of a confidential nature.
- The employee shall treat all information obtained by him/her during the course of his/her employment with the Company, either directly from the other employees of the Company or during the course of his / her work with the Company, as strictly confidential.
- Such information may include, without limitation, the Company's finances, customers, clients, modes of operation, information relating to research, development, trade secrets, contact names, addresses, phone numbers, etc., but shall not include information known or available to the Employee prior to his / her employment with the Company and/ or readily available to persons of ordinary skills in the assigned areas of technical / business expertise.

- Upon termination of your employment with the company and regardless of the reason for such termination, you will not solicit for employment with yourself or any third party or any employee of the company or any of its affiliates for a period of twelve months thereafter.

8. DISCIPLINE

- You will be governed by the company's rules and regulations that may be promulgated from time to time.
- You shall not refuse to take up any assignment that the company may offer you.
- You shall be expected to abide by the rules and regulations of the company, be courteous, honest, and professional within the company or with its clients/customers, and maintain & represent the Company's high standards of professional Services at all times, whether in the Company or at its client's site(s).
- You shall be **responsible for all company properties and materials** that are in your possession, and all infrastructure like telephones, computers, projectors, etc that have been provided to you to enable you in your work.
- You shall not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image/business being adversely affected.
- During the course of your employment with the Company, you will not solicit business of any nature, either directly or indirectly, for yourself, or for any other party, from the Company's clients and customers.

9. WORKING HOURS

You shall be expected to work a minimum of 40 hours a week between 9.30 AM and 6:30 PM. The working hours are subject to change, depending on the requirements of Company

10. OWNERSHIP OF INVENTIONS, IDEAS, ETC

- The company shall be the sole owner of all inventions, ideas, materials, systems, codes, etc. that may be devised/created by you in the course of your employment with the Company.

- You shall have no claim of any nature whatsoever and undertakes not to utilize, part with, or divulge such information to any third party, even after you cease to be an employee of the company.
- The above terms and conditions shall be binding upon both parties hereto during the entire course of your employment with the Company.
- Apart from the above terms and conditions, you shall be bound by, and shall adhere to such other rules and regulations as may be in force, from time to time, in the Company.

11. AUTHENTICITY OF INFORMATION

This appointment is made on the basis of information provided by you in the application and also at the time of the interview. Original copies of your certificates, testimonials, and previous employment records should be submitted along with the photocopies for verification. If any declarations given by you to the Company prove to be false or if you are found to have fully suppressed any material information, you will be liable to be removed from service without any notice.

12. TERMINATION

- This contract of employment is terminable by either party by giving 15 days of notice
- during the probationary period and 30 days of a notice on/after confirmation or on payment of salary in lieu of the notice period. Either party is not bound to give any reason thereof.
- The Company reserves the right to recover salary in lieu of any un-served notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period and is not bound to give any reason thereof.
- In the event of any misconduct or breach of terms of employment on the part of the employee during probation or on/after confirmation the Company reserves the right to terminate this contract immediately without any notice.
- If any Privilege leave is due to the employee, salary in lieu of such leave will be paid, subject to the limits laid down in this respect.

- On termination of this contract, you will immediately give up to the Company before you are relieved, of all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items

The above terms and conditions are subject to changes from time to time and the same would be communicated to you in writing. Please sign the copy of this letter, as a token of acceptance of your appointment on the terms and conditions mentioned above.

We welcome you aboard and wish you a pleasant, fruitful, and mutually beneficial association with the Company.

Warm Regards,

Stefi Grace Santhosh

HR Manager

I agree to abide by the terms and conditions mentioned in the letter of appointment

Name: **Ankitha K**

Date:

Signature:

Place: Bangalore

ANNEXURE - SALARY ALLOCATION PLAN



Name: Ankitha K	Designation: Influencer Campaign Associate
Location: Bangalore	Department: Exclusivity

Components	Monthly (INR)	Annual (INR)
Basic	₹ 8000	₹ 96000
HRA	₹ 4000	₹ 48000
Special Allowance	₹ 4000	₹ 48000
LTA	₹ 4000	₹ 48000
Total Gross	₹20000	₹240000
Deductions		
Professional Tax	₹200	₹2,400
Total Salary	₹19800	₹ 237600

Note: All payments/reimbursements will be subject to applicable taxes

Sharath Dasari

Co-Founder

Ankitha K

Influencer Campaign Associate



Date: 04 May 2023

Letter Of Intent

Dear - Kevin M

As per your Request / Application we are pleased to offer you a position of Business Associate, Operations at our Altruist Technologies Pvt. Ltd HGS chambers, Behind RNS MOTORS, opp Narayan E-tech school, Garvebhavipalya busstop, Hosur Rd, Bengaluru, Karnataka office.

This training position is for a term beginning 04 May 2023 (Airtel_Bangalore Chambers_Titanium Black) subject to the condition that if the process for any reason is dissolved/transferred/terminated, your association will be restricted to that period.

You will be eligible for INR.400/- Per Day for your initial process training. The payout eligibility is subject to successful process training accreditation.

Upon successful completion of initial process of Training/Client Evaluation objectives, you will be considered for a job based training to get better understanding of processes on the job and work floor. After completing accreditation your monthly Apprenticeship will be paid as INR.17880/-, which shall be payable to you for the number of remaining days in the month. Being a trainee you will not be eligible for statutory benefits available to regular employees.

Variable Bonus will be paid as INR. 2000/- (Monthly)

By accepting this offer you agree that you:

Intend to successfully complete the training program and stay in the position for a period of time equal to, or greater than the length of the training program; Understand that lack of success at any stage of the training program, or lack of acceptance into a required position due to an inability to meet the minimum requirements may be a reason for removal from the position and you will not be eligible for any compensation pay out (stipend/salary); and Will take responsibility for gaining the skills required for the target position, participate in ongoing planning and evaluation of your training plan, actively participate in completing your appraisals and setting your objectives, discuss and resolve problems with your Trainer/ Supervisor as they arise

Please bring the following to the start of your session as informed by the Human Resource Department:

1. Birth certificate / Leaving Certificate.
2. Matriculation certificate / graduation certificate.
3. Residential proof (Aadhar Card/ Voter ID card, Rent/Lease deed etc.).
4. Experience Letter.
5. 6 Passport size photograph.

Also, a list of additional documents related to your employment will be shared/mailed to you. Please ensure to bring the documents as requested at the start of the session, failing which you may not be eligible to attend the training programme.

Sincerely,

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Signature

Date: 04 May 2023



Altruist Technologies Pvt. Ltd
HGS chambers, Behind RNS MOTORS, opp Narayan
E-tech school,
Garvebhavipalya busstop, Hosur Rd, Bengaluru,
Karnataka



18. I will continuously and faithfully abide by company's Acceptable Usage Policy, Data Protection and Privacy Policies, Code of Conduct and such other Rules, Regulations and Policies which the Company may issue from time to time.

19. I understand that any breach of this Undertaking, the terms and conditions of my "Work From Home" arrangement, my Employment Contract, the Company's Code of Conduct, and all other Company Policies, Rules and Regulations shall be a ground for the termination of this "Work From Home" arrangement, without prejudice to such disciplinary action/s which the Company may impose upon me.

20. I will hold the Company free and harmless from any and all liabilities, damages and causes of action which may arise from a breach of this Undertaking or from my unsafe, irresponsible, illegal, unauthorized or unsecure use of Company webmail or work-related information.

21. I understand and specifically acknowledge that all relevant work related policies and instructions of the Company will be applicable to me while working from home, with necessary changes / modifications to them, and I will strictly abide by them throughout this period.

22. In case I am required to use personal device for work purposes, I will nonetheless follow all the points given in this undertaking.

23. I also acknowledge that I will take due care of the technology hardware provided to me such as laptop/ desktop/Wi-Fi dongles/data card. Any damage or loss of these hardware provided to me, till I return back in the condition I received, will be charged back to me, as per my earlier signed undertaking.

24. I acknowledge that I have read and fully understood the contents as well as effects of this Undertaking.

Signature of the Trainee

Name: - Kevin M

Date: 04 May 2023



Altruist Technologies Private Limited
Registered Office : Plot No. 2, Sector-22, HSIIDC IT Park,
Panchkula, Haryana - 134109, India



NEW HIRE UNDERTAKING

1. **24x7 Flexibility:** I am aware that Altruist Technologies Private Limited. operates in a 24x7/365 environment. I am expected to be flexible and open to any shift timings as decided by the organization. I have not been committed any specific shift hours/timings by the organization.
2. **Internal Transfers:** I understand that based on business requirements or other reasons, I may be re-aligned/transferred to a different process or department than the one committed during the interview, wherein my salary may undergo a review/change (increase or decrease).
3. **Leaves During Training Period:** I understand that I will be expected to go through training for a continuous period of days (as per the process's requirements) after joining the company.
The company expects me to be present throughout the training period. I understand that no leaves would be granted to me during the training period.
My services may be discontinued without any notice in case of un-authorized absence due to any reason.
All absence during training will be treated as Leave Without Pay (LWP).
4. **Reference Check:** My appointment is subject to a positive reference check and in case found contrary, the company reserves the right to review my employment in the organization.
5. **Medical Fitness:** I hereby confirm my understanding of the job role being offered at Altruist Technologies Private Limited. and am medically fit to comfortably deliver on the said role.
6. **Transport:** No transport is provided during regular working hours. In case of business requirements; you will be provided with one sided pick-up or drop (Between 11 PM to 5 AM>)based on companies discretion.
7. **Training Period:** The training period differs from process to process; I will be intimated about the number of days of training from my trainer on day 1 of my joining the organization.
8. **Discipline & Code of Conduct:** I will be given a formal induction on the date of joining the organization, educated about the policies and procedures that are followed in the organization. Any misconduct or instance proving non-adherence, against the conduct of the organization will be dealt with strictly by the organization.
9. **Joining Documents:** I have been informed about the documents I am required to submit on day 1 of my joining the organization. Any delay beyond the third (3rd) day of my joining will result in formal warnings/termination or non-disbursement of my salary.
10. **Integrity In The Workplace:** I will not, directly or indirectly, be party to any form of fraud, integrity or malpractice within the company and/or my process, that will bring about disrepute to my organization, my team and/or my client(s). Some examples of process fraud/malpractice in the workplace are call voidance towards a customer, call disconnections, wrong and deliberate activations/de-activation of packs etc., all of which will lead me to be dealt with the strictest form of disciplinary step, by the organization, including termination.

Signature of the Trainee

Name: - Kevin M
Date: 04 May 2023



Altruist Technologies Private Limited
Registered Office : Plot No. 2, Sector-22, HSIIDC IT Park,
Panchkula, Haryana - 134109, India



ALTRUIST TECHNOLOGIES PRIVATE LIMITED- THIRD PARTY DOWNLOAD POLICY

Purpose

This downloads and executables policy of Altruist Technologies Private Limited and associate companies has been established to set guidelines in an effort to clarify the type and nature of files that employees are allowed to download from third-party sources into their local computers, although it would be impossible to name every executable or download file in this policy.

Scope

This policy is applicable to all the users of Altruist Technologies Private Limited and associate companies. Users should adhere to these broad guidelines:-

- A. The download is from a reputable source.
- B. The file does not subject the company in potential liability.
- C. The application, tool, or template has been approved by IT Department.

Policy Guidelines

The following is a list of files that employees can download into their local machine.

1. Skype- Since the company has a set 1M Policy, Skype is the approved instant Messaging/Voice Communication application. As with all 1M application, users are encouraged to keep personal messaging/communication within reasonable levels.
2. WinZip - Employees who e-mail large files to clients and vendors are encouraged to use WinZip, a compression utility. Ask IT department if you do not have this installed on your Computer.
3. Ad-ware- As employees may unwittingly download 'adware' into their local machines, applications such as Ad-ware and Spy hot, which scans a user's system for 'adware' are allowed. Please note that some useful proprietary applications on the company network are seen as adware by this and other similar applications. Contact the IT department if you have questions about this kind of application.
4. Adobe Acrobat Reader- Download of this free Reader is permitted for viewing files received in PDF format.
5. E-Book applications- This includes Microsoft Reader, Palm Reader, and other third-party applications that allow users to download work related texts onto their local machines.

Prohibited downloads

The following downloads are not allowed on company computer resources unless approved by IT Department,

1. Instant Messenger- It is prohibited to use any other application other than Skype. 1M applications such as MSN Messenger, Yahoo! Messenger, Rediff mail Messengers, AOL. Etc. are not allowed.
2. Online Music and Games- Since games and music provide no benefit to our organisation and have a tendency to affect productivity, they are not allowed on company machines. Team members are not allowed to use any web based applications/tools to listen to music and view streaming media on their work station.
3. Peer to peer file sharing- Peer to peer file sharing applications have come under scrutiny in recent years for their ability to allow users to share copyrighted material and for the network resources that they consume. Hence all peer-in-peer file sharing applications are not permitted. These could include ones such as Kazaa, iMesh, Morpheus, WinMX, LimeWire, Groster, BearShare.
4. Personal Firewalls- While security is an issue that every employee can help manage; IT department does not allow the use of personal firewalls such as Zone Alarm or others on our computers.
5. Third party screen saver or wallpaper- It is possible that some of our team members might use Screen Savers or Wall Papers that might be deemed offensive. Employees will use the default screen savers and default Windows Wallpapers available on their computers.





- 11C. Creating or exchanging solicitations, chain letters, and other unsolicited Email.
12. Registering to non business related list servers without proper authorisation. Subscription to search a service can result in an overload of received messages directly impacting the performance of state email systems.
13. Engaging in any political activity prohibited by law.
14. Using the system for any illegal purpose.
G. Users may not knowingly or wilfully create or propagate any virus, worm Trojan horse, or other destructive program code.
H. Each user account depending on nature of function will have quote on the mailbox size. Exceeding the quota will calls bouncing of individual Mail. Managing mailbox size is individual responsibility and the company is not responsible for anymails bouncing because of over size of mailbox. Regular archiving of required data is suggested and is individual responsibility.
I. Violation of this policy may result in disciplinary or legal action.

Responsibility- Employees using the email system are deemed to have accepted the responsibilities and obligations imposed by state, and local laws and regulation as well as the companies adopted policies, procedures, standards, and guidelines.

- D. User should not pursue, obtain, exchange or distribute any unauthorised information that could cause congestion or disruption to email system such as screen savers, audio, or video clips, in violation of any licensing agreement.
E. User shall not access another email system without authorisation from that user or that user supervisor. Users must not compromised the privacy of their password by giving it to others or exposing it to public view password should be changed on a regular basis. If a user discloses his / her password to someone else knowingly or unknowingly, then he / she will continue to be responsible for all objectionable actions happening on usage of the same.
F. User should schedule, wherever possible, communication in tenses operative operations such as large file transfers, video download, mass emailing, and the like for off peak usage times. I have read and understood the terms and conditions mentioned above and agree to abide by the same.

Signature of the Trainee

Name: - Kevin M
Date: 04 May 2023

AGREEMENT



Altruist Technologies Private Limited
Registered Office : Plot No. 2, Sector-22, HSIIDC IT Park,
Panchkula, Haryana - 134109, India

Altruist Technologies Pvt. Ltd
HGS chambers, Behind RNS MOTORS, opp Narayan
E-tech school,
Garvebhavipalya busstop, Hosur Rd, Bengaluru,
Karnataka



4. No right to confidential information: service provider hereby agrees and acknowledges that no license, either express or implied, is hereby granted to the service provider by the company to use any entire confidential information. Service provider further agrees That all inventions, improvements, copyrightable works and designs relating to products, procedures, methods or compositions of company directly resulting from or relating to the confidential information and the right to market to use, license and franchise the confidential information or the ideas, concepts, methods or practices embodied there in shall be the exclusive property of the company and service provider has no right or title thereto.
5. Losses: service provider further agrees to indemnify The Company against any and all losses, damages, expenses and claims incurred or suffered by the company as a result of the service provider breach of this agreement.
6. No conflicting obligation: the service provider represent that he / she has not entered into and will not enter into, any agreement either written or oral in conflict herewith, this includes confidential agreement and related intellectual property from previous employer.
7. Governing law: all disputes arising out of or in connection with this agreement shall be subject to the exclusive jurisdiction of the courts of New Delhi and shall be governed by Indian law, including information technology act.
8. Entire agreement: this agreement consulate's the whole understanding by the parties about the subject matter and may not be amended or modified except in writing signed by each of the parties of this agreement.

Signed on the date and place as mentioned hereinabove

Signature of the Trainee

Name: - Kevin M
Date: 04 May 2023



Altruist Technologies Private Limited
Registered Office : Plot No. 2, Sector-22, HSIIDC IT Park,
Panchkula, Haryana - 134109, India

Date: SEP 27, 2023

MR CHETHAN H D

Bangalore, India

OFFER OF EMPLOYMENT

Dear **CHETHAN H D.**

Further to discussions during our selection process, we are pleased to offer you the position of "HR Recruiter Trainee" For Nexplace Info Pvt Ltd. Your date of joining is **september 28, 2023** and your annual cost to company (CTC) is **INR.216000 P.A (Rupees Two Lakhs Sixteen Thousand only)**. Your normal place of work will be at our office at HSR Layout, Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. This is only an offer letter and does not entitle you for an appointment and your employment will be governed by the rules, regulations and policies of the company.

M/S Nexplace Info Pvt Ltd. reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if M/S Nexplace Info Pvt Ltd. becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

As a token of your acceptance, kindly sign the copy of this letter and return the same to us.

You are requested to submit the below mentioned documents on the day of joining:

- 1) Educational Documents
- 2) Previous Company Offer letter, Experience letters and Last 3 Months Pay slips,
- 3) Pan & Aadhar Card & Passport Size Photos-3

We take this opportunity to welcome you to M/S Nexplace Info Pvt Ltd. and we are confident that you will have a rewarding career with us.

For Nexplace Info Pvt Ltd.

Harshitha R Gowda



Chief Executive Officer



ACCEPTED

 Nexplace Info Pvt Ltd.

#24, Level 3, 14th Main Rd, Sector 4, Opp. to BDA Complex, HSR Layout, Bengaluru, Karnataka 560102

 +91 843155 5888

 info@nexplaceinfo.com

 www.nexplaceinfo.com

Date: SEP 27, 2023

MS.PRATIKSHA.N

Bangalore, India

OFFER OF EMPLOYMENT

Dear PRATIKSHA.N

Further to discussions during our selection process, we are pleased to offer you the position of "HR Recruiter Trainee" For Nexplace Info Pvt Ltd. Your date of joining is **september 28, 2023** and your annual cost to company (CTC) is **INR.216000 P.A (Rupees Two Lakhs Sixteen Thousand only)**. Your normal place of work will be at our office at HSR Layout, Bangalore.

A formal appointment letter will be issued to you on your joining with the CTC structure in accordance with the Company's policy and prevailing statutory norms. This is only an offer letter and does not entitle you for an appointment and your employment will be governed by the rules, regulations and policies of the company.

M/S Nexplace Info Pvt Ltd. reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if M/S Nexplace Info Pvt Ltd. becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

As a token of your acceptance, kindly sign the copy of this letter and return the same to us.

You are requested to submit the below mentioned documents on the day of joining:

- 1) Educational Documents
- 2) Previous Company Offer letter, Experience letters and Last 3 Months Pay slips,
- 3) Pan & Aadhar Card & Passport Size Photos-3

We take this opportunity to welcome you to M/S Nexplace Info Pvt Ltd. and we are confident that you will have a rewarding career with us.

For Nexplace Info Pvt Ltd.

Harshitha R Gowda



Chief Executive Officer



ACCEPTED

Syngene

Syngene International Limited
SEZ Unit
Biocon Special Economic Zone
Bommasandra - Jigani Link Road
Bangalore - 560 099, India
T 91 80 2808 2808
F 91 80 2808 3189
www.syngeneintl.com

Ref: S/HR/LET-OFR/53626/168064

Date: 25 February 2023

Dear Bhavana Rathod,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : JUNIOR EXECUTIVE - CD - STORES

Level : 10-I - JUNIOR EXECUTIVE

Location : Bangalore

Address : Syngene International Limited, SEZ Unit, Biocon Special Economic Zone, Bommasandra - Jigani Link Road, Bangalore - 560 100

You will be entitled to a Total Cash compensation of Rs. 306652 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

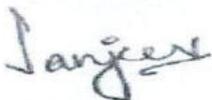
This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 20 March 2023.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as **CONFIDENTIAL**, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for Syngene International Ltd.



Sanjeev Sukumaran
Chief of Staff

Oct 10, 2022

REF/SFO/1010202210

Binay P
8-C, Kiadb Industrial Area,
Attibele,
Bangalore (Karnataka)-562107

Subject: Letter of Offer/Appointment

Dear Binay P,

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 10, 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 six-month 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 an 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 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)

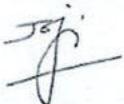
Binay P
T227317

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

Name : Binay P
 Designation : Executive Customer Service - Operations
 Department : Operations
 Employee ID : T227317
 Effective Date : Oct 10, 2022

REF/SFO/1010202210

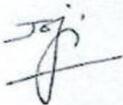
As iEnergizer employee, you are currently eligible for the following, towards compensation, perquisites and benefits. The summary below helps you to understand the key elements there of :

Monthly Salary Breakup (CTC):		Monthly Contribution / Deductions:	
(A) Fixed Components	Amount	(D) Employee's Deduction towards :	Amount
Basic	22000	PF Contribution 12% (if applicable)	0
HRA	1500	ESI Contribution 0.75% (if applicable)	0
Special Allowance	0	Labour Welfare Fund Employee Share	0
Interim Allowance	0	Professional Tax (PT)	0
Total (A)	23500	Total (D)	0
(B) Opportunity to Earn Components*		(E) Employer's Contribution towards	Amount
Performance Linked Incentive (PLI)*	3000	PF Contribution 12% (if applicable)	0
Attendance Incentive**	7000	ESI Contribution 3.25% (if applicable)	0
Retention Bonus#	5000	Labour Welfare Fund Employer Share	0
Total (B)	15000	Total (E)	0
(C) Others Benefits			
PF 12% (Employer's Contribution), if applicable	0		
ESI 3.25% (Employer's Contribution), if applicable	0		
Labour Welfare Fund Employer Share	0		
Medical Insurance***	250		
Accidental Insurance****	50		
Professional Tax (PT)	200		
Gratuity (Approx.)	1000		
Total (C)	1500		
(CTC : A+B +C)	40000		

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: ___/___/___

Oct 17, 2022

REF/SFO/1710202210

Pooja Kumari
22, Shivareddy Layout,
Naganathapura,
Bangalore (Karnataka)-560100

Subject: Letter of Offer/Appointment

Dear Pooja Kumari,

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 an 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 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)

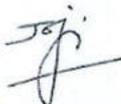
Pooja Kumari
T227670

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

Name : Pooja Kumari
 Designation : Executive Customer Service - Operations
 Department : Operations
 Employee ID : T227670
 Effective Date : Oct 17, 2022

REF/SFO/1710202210

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 :

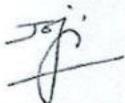
Monthly Salary Breakup (CTC):		Monthly Contribution / Deductions:	
(A) Fixed Components	Amount	(D) Employee's Deduction towards :	Amount
Basic	22000	PF Contribution 12% (if applicable)	0
HRA	1500	ESI Contribution 0.75% (if applicable)	0
Special Allowance	0	Labour Welfare Fund Employee Share	0
Interim Allowance	0	Professional Tax (PT)	0
Total (A)	23500	Total (D)	0
(B) Opportunity to Earn Components*		(E) Employer's Contribution towards	Amount
Performance Linked Incentive (PLI)*	3000	PF Contribution 12% (if applicable)	0
Attendance Incentive**	7000	ESI Contribution 3.25% (if applicable)	0
Retention Bonus#	5000	Labour Welfare Fund Employer Share	0
Total (B)	15000	Total (E)	0
(C) Others Benefits			
PF 12% (Employer's Contribution), if applicable	0		
ESI 3.25% (Employer's Contribution), if applicable	0		
Labour Welfare Fund Employer Share	0		
Medical Insurance***	250		
Accidental Insurance****	50		
Professional Tax (PT)	200		
Gratuity (Approx.)	1000		
Total (C)	1500		
(CTC : A+B +C)	40000		

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 headset 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: ____ / ____ / ____



Placement Cell <placement@sfscollege.in>

TEAPOD/Ramya Dayalan/Internship Call Letter/April 19th 2023

3 messages

Puja Teapod <puja@teapodservices.com>

Mon, Apr 17, 2023 at 4:32 PM

To: ramyadayalan23 <ramyadayalan.23@gmail.com>

Cc: placement <placement@sfscollege.in>, Ritu Jain <ritu.jain@teapodservices.com>

Dear Ms. Ramya Dayalan ,***Greetings from TEAPOD!***

It is a pleasure connecting with you!

We are offering you the role of an HR Intern followed by HR Executive Consultant, once the formalities are completed.**Work timing will be 9:00 AM to 6:30 PM Monday to Saturday. Start Date: Wednesday 19th April 2023. You will be allowed to visit the college for your internal and University Exams based upon the requests put minimum 10 days in advance and as approved by the Faculty and the College Officer. All leaves taken during internship will not be compensated.*****As we endeavour to begin a new journey, we request you as a first step to please bring to our office the following documents for verification:***

1. Pan Card & Aadhar card and Driver's License (original and copies for verification)
2. Two passport size pictures
3. Please bring the relieving letter and experience certificates from the college or organisations.
4. Please bring the Original Xth and XIIth certificates.
4. Please share your bank details with us for salary processing

We will be handing over a working laptop and other accessories (SIM card, Phone) to you for your official work, please return it to the company in a working condition as soon as your tenure with TEAPOD ends.

PAY Structure: Stipend at this pay level is INR 12K after the completion of the internship & exams in September your CTC will be at 15K along with 3% Incentives on the closures.

Kindly note the general terms that are applicable to our HR Consultants:

- We have a probation period of 90 days
- Upon the expiry of the probation period the person can leave the organisation after giving 60 days notice. Similarly the organisation can terminate the consultant's services by giving 60 days notice period without assigning any reason whatsoever or at its sole discretion.
- TEAPOD reserves the sole right to waive consultant's notice period or a part thereof or accept payment in lieu of such notice period.
- TEAPOD may terminate consultant's services with immediate effect without notice or payment in lieu of notice for 'cause' which would include any illegal, unprofessional or

unethical activities. TEAPOD may also terminate consultant's services with immediate effect, without any notice or payment in lieu of notice, on grounds prescribed under the law or TEAPOD's policies.

Kindly revert to this email to confirm your availability and acceptance to the above terms and conditions which supersedes any of our previous communication.

Please feel free to write to us if you have any questions.

Best Regards,
Puja -HR Specialist
TEAPOD Consultancy Services LL

Ramya .D <ramyadayalan.23@gmail.com>
To: Puja Teapod <puja@teapodservices.com>
Cc: placement <placement@sfscollege.in>, Ritu Jain <ritu.jain@teapodservices.com>

Mon, Apr 17, 2023 at 8:51 PM

I accept the offer.
[Quoted text hidden]

Placement Cell <placement@sfscollege.in>
To: Lohith Madhusudan <lohithmadhusudan5@gmail.com>

Tue, Oct 31, 2023 at 8:45 AM

[Quoted text hidden]

--
Thanks and Regards,
Madhusudan M,
Placement Officer,
St. Francis de Sales College,
Electronic City,Bangalore-100.

OFFER LETTER

08-11-2022

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

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

Further to our discussion, we are pleased to invite you to join our team as an **Relationship Manager** based out of Bengaluru, Bengaluru, Karnataka, India.

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

COMPENSATION & BENEFITS

You are entitled to a fixed compensation of **INR 4,89,812** /- per annum.

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

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

POLICIES AND PROCEDURES

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

LEAVE

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

OTHER ENGAGEMENTS

You are not allowed to work either full time, part-time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You



7/25/23, 3:51 PM

TNS India Foundation Mail - Invitation for the TNSIF placement drive on 24th July 2023 @ St Francis de Sales college_ Electronic city.



Koushik V <koushikv@tnsif.org>

Invitation for the TNSIF placement drive on 24th July 2023 @ St Francis de Sales college_ Electronic city.

6 messages

Thu, Jul 20, 2023 at 12:26 PM

Koushik V <koushikv@tnsif.org>
To: Naveen M Torgal <naveen.torgal@hdbfs.com>, tm.banasankari@hdbfs.com
Cc: Rishvana Sheik Ummer <summer@tnsif.org>, Baptist R Fernandes <brfernandes@tnsif.org>

Dear HR Team,
We are happy to invite you for the TNSIF placement drive. Please find the details below.

Date: 24th July 2023 - Monday.
Venue: St Francis de Sales college (SFS)
Address: 24, NH 44, Veer Sandra, Hebbagodi, Bengaluru, Karnataka 560100
Location: <https://g.co/kgs/6kyCS7>
Electronic city.
Timings: 11 AM - 4 PM
Number of students: 100 +
Contact person Name: Koushik V - 7022529448
Our team will be there on the day of the drive to ensure smooth execution.

Kindly confirm your participation for the same.
Note: We have arranged Tea/Coffee, Lunch & Water for you and your team. Please do inform us if you have any other requirements.
Kindly let us know how many from your team are participating that day. So that we can plan accordingly.
Request you to share the number of rounds as well.

Regards,
KOUSHIK V
Program Specialist - Corporate Linkages | +91- 7022529448
Address: 302, Wellington Business Park 2 | Marol, Andheri (E) | Mumbai- 400059
Office: 022- 28501624/25

LinkedIn



TNS India Foundation

Naveen M Torgal <naveen.torgal@hdbfs.com>
To: Koushik V <koushikv@tnsif.org>, tm.banasankari@hdbfs.com
Cc: Rishvana Sheik Ummer <summer@tnsif.org>, Baptist R Fernandes <brfernandes@tnsif.org>

Dear Koushik,
We will be there on 24th July 23. We need around 50 candidates

with regards,
Naveen M Torgal
Cluster - Bengaluru
98861-88504

On 20-07-2023 12:26, Koushik V wrote:

External email message. Please be extra vigilant before you click on a link/attachment or reply.
(Quoted text hidden)

Thu, Jul 20, 2023 at 12:29 PM

UPNEXT CAREER

+91 9360161075

reachus@upnextcareer.com

02,Opp to St.Peter' School,Kaikondarahalli,
Bangalore-560035

www.upnextcareer.com

OFFER LETTER

Dear Suraj Chikkareddy,

We would like to extend you an offer of Internship as an Academic Counsellor Intern at Upnext Career. This is a part-time, paid position beginning on 11/04/2023 and ending on 11/06/2023.

Your primary responsibilities will include providing academic counselling to students, developing and delivering presentations on academic topics, and responding to student inquiries and convincing students to onboard with our programs.

Your hours are flexible, but our expectations are that you will work up to 6 hours each day and 6 days per week. You will receive a salary of INR 9000 per month. Your stipend will be calculated based on the number of hours you work for company and INR 75/- per hour is your wage.

We look forward to you joining our team and seeing the positive impact you can have on our students.

Post Internship, if your work is found satisfactory and if you are willing to continue with the organization your package will be increased to 3.5 LPA to 5LPA based on your performance and you will be offered with permanent employment.

Thanks and Regards,

Prashanth
Senior HR

Intern Signature



OFFER LETTER

Date: 1/4/2023

Dear **Mr. Harshith S,**

Subsequent to the face to face interview you had with us, we are pleased to offer you the position of **Cable operator.**

Your Date of Joining will be **1st April 2023.**

You shall be under the probation period for 3 months from the date of joining. During the probation period, if you choose to resign or terminate your employment with us you must serve a notice for 30 days failing which you will be required to reimburse the training cost spent on you.

The company reserves the right to terminate you at any point without notice if found in violation of any of the company policies.

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

Request you to bring along the below mentioned documents at the time of joining.

- Passport size Photograph (5copies)
- Copy of PAN card
- Photo ID proof
- Copy of Education certificates [SSLC/HSC/Graduation/post-Graduation/Diploma/etc.]
- Address Proof (Voting Card/Driving License/Passport/Ration Card/Rent Agreement)
- Copy of Employment/Service Certificate from the previous employer
- Copy of 3 months Bank Statement and Salary slip from the previous Employer

Please sign the duplicate copy of this letter as a token of acceptance of the same.

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

For, Harshith cable Networks

(Hathway Cables)



For Harshith Cable Network

Proprietor



Date: 06 May 2023

Letter Of Intent

Dear M Pradeepa

As per your Request / Application we are pleased to offer you a position of Business Associate, Operations at our Altruist Technologies Pvt. Ltd HGS chambers, Behind RNS MOTORS, opp Narayan E-tech school, Garvebhavipalya busstop, Hosur Rd, Bengaluru, Karnataka office.

This training position is for a term beginning 08 May 2023 (Airtel_Bangalore ATP_Titanium_Fixed Line) subject to the condition that if the process for any reason is dissolved/transferred/terminated, your association will be restricted to that period.

You will be eligible for a stipend of Rs. 400/- Per Day (Excluding weekly offs, leaves & holidays) for your initial process training. The payout eligibility is subject to successful process training accreditation.

Post successful completion of null months on the Job training you will be offered a full time Business Associate role at a CTC of Rs.17880/- , and an appointment letter will be issued to you.

By accepting this offer you agree that you:

Intend to successfully complete the training program and stay in the position for a period of time equal to, or greater than the length of the training program; Understand that lack of success at any stage of the training program, or lack of acceptance into a required position due to an inability to meet the minimum requirements may be a reason for removal from the position and you will not be eligible for any compensation pay out (stipend/salary); and Will take responsibility for gaining the skills required for the target position, participate in ongoing planning and evaluation of your training plan, actively participate in completing your appraisals and setting your objectives, discuss and resolve problems with your Trainer/ Supervisor as they arise

Please bring the following to the start of your session as informed by the Human Resource Department:

1. Birth certificate / Leaving Certificate.
2. Matriculation certificate / graduation certificate.
3. Residential proof (Aadhar Card/ Voter ID card, Rent/Lease deed etc.).
4. Experience Letter.
5. 6 Passport size photograph.

Also, a list of additional documents related to your employment will be shared/mailed to you. Please ensure to bring the documents as requested at the start of the session, failing which you may not be eligible to attend the training programme.

Please indicate your acceptance by signing a copy of this letter.

Sincerely,

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 08 May 2023

Signature



Altruist Technologies Private Limited
Registered Office : Plot No. 2, Sector-22, HSIIDC IT Park,
Panchkula, Haryana - 134109, India

OFFER LETTER

Date: 1/4/2023

Dear ~~Ms~~, Madhan

Subsequent to the face to face interview you had with us, we are pleased to offer you the position of Data Operator

Your Date of Joining will be **1st April 2023**.

The company reserves the right to terminate you at any point without notice if found in violation of any of the company policies.

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

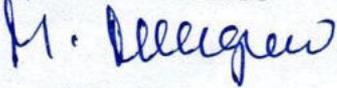
Request you to bring along the below mentioned documents at the time of joining.

- Passport size Photograph (5copies)
- Copy of PAN card
- Photo ID proof
- Copy of Education certificates [SSLC/HSC/Graduation/post-Graduation/Diploma/etc.]
- Address Proof (Voting Card/Driving License/Passport/Ration Card/Rent Agreement)
- Copy of Employment/Service Certificate from the previous employer
- Copy of 3 months Bank Statement and Salary slip from the previous Employer

Please sign the duplicate copy of this letter as a token of acceptance of the same.

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

For, SMP LOGISTICS



Name: Murarimurugan

Designation: Managing Director





Prime Technology & Engineering Services

Rgd. Office: No 32/1, Opp K R Puram Railway Station, White Field Ring Road,
B Narayanapura, Dooravaninagar Post, Bangalore-560 016, Karnataka, INDIA.

Mobile: 9108439519

Rgd. Work Shop: Survey No.61/2A, Cipla Road, Near Mahindra Services center,
Avalahalli, Virgo Nagar Post, Bangalore 560 049.

primetechnologyenggs@gmail.com, ptes.baburaimp@gmail.com.

May 10, 2023

To,

Employee Name: Namitha. S
Designation: Associate (Probationary Training)

Dear Namitha,

We are pleased to confirm your services as Associate with PTES on probationary for a period of 1 year, with effect from 12th May 2023. On the performance basis you shall bring into conformity with rules & principles as an employee of PTES.

The terms of employment will remain same. You shall continue to be regularized by policies and procedures of the organization, as applicable.

We appreciate your commitment and contribution to the organization, we wish you all the best and successful career with the company.

Warm regards,

For, Prime Technology & Engineering Services



(PROPERITOR)

Offer Letter

Date: 24th April, 2023

Dear Chaithanya,

Further to your job application and interview rounds with us, we are pleased to offer you the position of **customer Care Executive** based at our **Bengaluru location**.

You will be entitled to an **Annual CTC of Rs.1,92,000 LPA**

You are expected to reach below mentioned address for **joining**.

Address: ICCS, 2nd Floor, 17/9C & 17/4C Maruthi Chamber Roopenagrahar, Hosur Main Road Bangalore-68

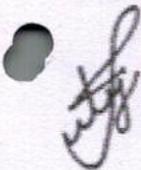
You are requested to share an acceptance email to block the position for you.

- You will be expected to report by **10 AM to your DOJ**.
- **Please sign and return the duplicate copy** of this letter in token of your acceptance of terms of this letter.

At the time of joining, please bring the following documents in their photocopies for joining formalities:

- **Photographs (5 passport size)**
- All educational certificates (Starting from Secondary School till Highest Qualification)
- Relieving Certificate from all the employers (if employed previously)
- Proof of Last drawn salary (Last 3 months' Salary Slip)
- Valid ID Proof – Passport/ Driving License/ Voter ID/ PAN Card

Looking forward to a long and mutually beneficial association!



Yours truly For ICCS Ltd

**Authorized Signatory
Insight Customer Call Solutions Ltd.**

Regd. Office : B1/G6, Mohan Industrial Area, New Delhi, 110044

Tel: +91-11-49920000, Web : www.iccs-bpo.com

Email: info@iccs.in



April 28, 2023

Dear Aswin P,

Congratulations!

With reference to our discussion on your employment with **Third Wave Coffee** (Unit of Heisetasse Beverages Pvt. Ltd.) we are pleased to offer you the position of **Barista** based out of **Bangalore**.

Details of your emoluments and benefits is enclosed herewith as an Annexure A. You are required to join us on or before **May 2, 2023**. Please return a signed copy of this letter as a token of acceptance of the offer, confirming your date of joining.

Aswin, this offer is contingent upon satisfactory background verification check and successful completion of a required medical examination which deems you to be fit to work and subsequently to you remaining medically fit during your period of employment.

On the date of reporting, you are advised to bring the documents as listed in Annexure B enclosed to this letter. Your detailed appointment letter along with all terms and conditions will be issued to you upon your joining Third Wave Coffee.

We look forward to welcoming you to the **Third Wave family!**

For Third Wave Coffee

(Unit of Heisetasse Beverages Private Limited)

E V Bharani
Regional Manager – HRBP



Details of Emoluments and Benefits (Annexure A)

Name	:	Aswin P	
Designation	:	Barista	
Location	:	Bangalore	
Heads of Pay		Monthly ₹	Annual ₹
Basic Salary		9,850	1,18,200
House Rent Allowance		3,940	47,280
Meal Allowance		2,600	31,200
Uniform Allowance		150	1,800
Special Allowance		3,160	37,920
Total Gross		19,700	2,36,400
PF Employer		1,800	21,600
ESIC		635	7,620
Gratuity		474	5,688
Medical Reimbursement		500	6,000
Total Fixed Pay		23109	2,77,308
Incentive		1,500	18,000
Total Cost to Company (CTC)		24,609	2,95,308
Take home salary (Approx)		15,003	1,80,036

- The above is subject to Income Tax deductions as per the applicable income tax rules and basis your investments and declarations.
- Provident Fund and Professional tax deductions will be as per the applicable statutory norms.
- Payment of gratuity will be as per the provisions of The Payment of Gratuity Act, 1972.
- You will be entitled for all the applicable benefits as per the provisions of The Employee State Insurance Act, 1948.

OFFER LETTER

Name : - **M Akash Ayyappa**

Date : - 24-04-23

Dear : - **M Akash Ayyappa**

Welcome to **Supportive Careers Pvt. Ltd.**! We are pleased to offer you the part of our client **DELHIVERY LTD.** You are appointed as **(Executive) - (Bangalore_ElectronicCity2_D) (Karnataka)** of our client **DELHIVERY LTD.** organization. The terms and conditions of the offer are given below.

Terms and conditions

1. Your initial place of posting will be in **Bangalore_ElectronicCity2_D** in Karnataka.
2. You are expected to join us on (24-04-23) failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled.
3. Your Net take home salary will be Rs.20500/- Detail annexure attached.
4. You will be on probation for a period of 6 months. Based on the 6 months assessments, you will be confirmed or extended if deemed necessary, at the company's discretion.
5. You will be eligible for leave as per the **Delhivery Ltd.** HR policy. Any unauthorized (without prior approval) leave of absence for a period exceeding five days may lead to termination of employment except in cases of medical exigencies.
6. The appointment is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without notice.
7. In case you decide to resign from the services of the Company, You will be required to give to the company 7 days' notice or reimburse compensation in lieu of such notice period, where you wish to serve the notice period, fully or in part, the Company, in its absolute discretion, may waive the notice period, fully or in part. In case the notice period is waived by the Company, the waived notice period will not be considered for the purpose of remuneration and entitlement payable to you, if any.
8. The Company also has the right to terminate your assignment without assigning any reason and you will not get any salary or any other dues from the company.
9. Your working hours will be decided by Client **Delhivery Ltd.**

10. That your appointment will be further subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application, at the time of your appointment. In case it comes to the notice of the management that the particulars given by you in your application were wrong, your appointment shall be deemed to be automatically Cancelled irrespective of whether you have joined duty upon your selection. In such a contingency, you shall be liable to be discharged forthwith.
11. In case you are absent yourself from duty for 7 days or more or extend leaves at your own and without consent of management beyond originally granted leaves, you shall be deemed to have left and relinquished your service. The company shall deem such automatic relinquishment of the contract of employment.
12. Salary payment responsibility is of **DELHIVERY.LTD.** we will release the salary only after the receipt of the payments from **DELHIVERY.LTD.** If the payment is held up by **DELHIVERY.LTD** or not paid by **DELHIVERY.LTD**, then **SUPPORTIVE CAREERS PVT.LTD.** would not be in a position to Make the payment.
13. You will be deputed to **DELHIVERY.LTD** herein referred as principle employer.
14. You will be totally responsible for all the lost and damage of the Material that has been done from you and you have to pay the cost for lost and damage done by you in case you will not pay the cost for the lost then legal action will be taken against you.
15. Any disputes arising out of this letter shall be governed by and construed in accordance with the courts of Surat (Gujarat)

We would like you to get in touch **Supportive Careers Pvt Ltd** for documentation and orientation prior to joining. If this date is not acceptable, please contact us immediately. Please sign the enclosed copy of this letter and return it to **Supportive Careers Pvt Ltd** to indicate your Acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our Company and look forward to working with you.

Sincerely,



HR Executive
Supportive Careers Pvt Ltd.
2nd Floor/Meridian Tower-2, Udhana Darwaja
Surat -395002

I accept the offer as outlined above.

Name: -
Date: -

Signature: -
Contact No: -

Offer Letter at QUIZARO (ExtendedEdge)

Name: **Sivakumar C**

OL ID : **QZE2309739**

We are pleased to offer you an internship opportunity at Quizaro (ExtendedEdge), Bangalore. The position is for **Business Development Trainee**. Your internship shall commence on **Sep 21 2023** and shall continue till **Sep 30 2023**. You will be under a 10 day unpaid training period till **Sep 30 2023** participation and attendance are **mandatory**.

Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Trainee**. In any Addition to any duties allocated by the Training from **Oct 01 2023 to Feb 01 2024**, your position will be involved.

The Duties allocated set out below:

OJT Start Date: **Oct 01 2023**

OJT End Date: **Feb 01 2024**

Stipend: **INR 17000** Per Month + **INR 10000** as **incentives** (Subject to statutory deductions)

Target: Shall be discussed during the induction/training period.

2. Location

You will be based at the address shown below:

3rd Floor in CKPearl, No. L 151, 5th Main, Sector 6, HSR Layout, Bangalore - 560102.

3. Probationary Period

Your training is subject to the satisfactory completion of a probationary period of four months. The probationary period is designed to grant the Training time to assess whether you are able to fulfil your role with the Training. During the probationary period, your training may be terminated by either you or the Training upon providing 1 Month written notice.

Offer Letter at QUIZARO (ExtendedEdge)

Name: **Angel princy**

OL ID : **QZE2309743**

We are pleased to offer you an internship opportunity at Quizaro (ExtendedEdge), Bangalore. The position is for **Business Development Trainee**. Your internship shall commence on **Sep 21 2023** and shall continue till **Sep 30 2023**. You will be under a 10 day unpaid training period till **Sep 30 2023** participation and attendance are **mandatory**.

Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Trainee**. In any Addition to any duties allocated by the Training from **Oct 01 2023 to Feb 01 2024**, your position will be involved.

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Your training is subject to the satisfactory completion of a probationary period of four months. The probationary period is designed to grant the Training time to assess whether you are able to fulfil your role with the Training. During the probationary period, your training may be terminated by either you or the Training upon providing 1 Month written notice.

Offer Letter at QUIZARO (ExtendedEdge)

Name: **LAILA Rani B**

OL ID :**QZE2309734**

We are pleased to offer you an internship opportunity at Quizaro (ExtendedEdge), Bangalore. The position is for **Business Development Trainee**. Your internship shall commence on **Sep 21 2023** and shall continue till **Sep 30 2023**. You will be under a 10 day unpaid training period till **Sep 30 2023** participation and attendance are **mandatory**.

Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Trainee**. In any Addition to any duties allocated by the Training from **Oct 01 2023 to Feb 01 2024**, your position will be involved.

The Duties allocated set out below:

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OJT End Date: **Feb 01 2024**

Stipend: **INR 17000** Per Month + **INR 10000 as incentives** (Subject to statutory deductions)

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Your training is subject to the satisfactory completion of a probationary period of four months. The probationary period is designed to grant the Training time to assess whether you are able to fulfil your role with the Training. During the probationary period, your training may be terminated by either you or the Training upon providing 1 Month written notice.

Offer Letter at QUIZARO (ExtendedEdge)

Name: **Sandhya B**

OL ID : **QZE2309727**

We are pleased to offer you an internship opportunity at Quizaro (ExtendedEdge), Bangalore. The position is for **Business Development Trainee**. Your internship shall commence on **Sep 21 2023** and shall continue till **Sep 30 2023**. You will be under a 10 day unpaid training period till **Sep 30 2023** participation and attendance are **mandatory**.

Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Trainee**. In any Addition to any duties allocated by the Training from **Oct 01 2023 to Feb 01 2024**, your position will be involved.

The Duties allocated set out below:

OJT Start Date: **Oct 01 2023**

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Stipend: **INR 17000** Per Month + **INR 10000** as **incentives** (Subject to statutory deductions)

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3. Probationary Period

Your training is subject to the satisfactory completion of a probationary period of four months. The probationary period is designed to grant the Training time to assess whether you are able to fulfil your role with the Training. During the probationary period, your training may be terminated by either you or the Training upon providing 1 Month written notice.

Offer Letter at QUIZARO (ExtendedEdge)

Name: **Vijayendra k**

OL ID :**QZE2309722**

We are pleased to offer you an internship opportunity at Quizaro (ExtendedEdge), Bangalore. The position is for **Business Development Trainee**. Your internship shall commence on **Sep 21 2023** and shall continue till **Sep 30 2023**. You will be under a 10 day unpaid training period till **Sep 30 2023** participation and attendance are **mandatory**.

Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Trainee**. In any Addition to any duties allocated by the Training from **Oct 01 2023 to Feb 01 2024**, your position will be involved.

The Duties allocated set out below:

OJT Start Date: **Oct 01 2023**

OJT End Date: **Feb 01 2024**

Stipend: **INR 17000** Per Month + **INR 10000 as incentives** (Subject to statutory deductions)

Target: Shall be discussed during the induction/training period.

2. Location

You will be based at the address shown below:

3rd Floor in CKPearl, No. L 151, 5th Main, Sector 6, HSR Layout, Bangalore - 560102.

3. Probationary Period

Your training is subject to the satisfactory completion of a probationary period of four months. The probationary period is designed to grant the Training time to assess whether you are able to fulfil your role with the Training. During the probationary period, your training may be terminated by either you or the Training upon providing 1 Month written notice.

Offer Letter at QUIZARO (ExtendedEdge)

Name: **Vishakpsuresh**

OL ID : **QZE2309732**

We are pleased to offer you an internship opportunity at Quizaro (ExtendedEdge), Bangalore. The position is for **Business Development Trainee**. Your internship shall commence on **Sep 21 2023** and shall continue till **Sep 30 2023**. You will be under a 10 day unpaid training period till **Sep 30 2023** participation and attendance are **mandatory**.

Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Trainee**. In any Addition to any duties allocated by the Training from **Oct 01 2023 to Feb 01 2024**, your position will be involved.

The Duties allocated set out below:

OJT Start Date: **Oct 01 2023**

OJT End Date: **Feb 01 2024**

Stipend: **INR 17000** Per Month + **INR 10000 as incentives** (Subject to statutory deductions)

Target: Shall be discussed during the induction/training period.

2. Location

You will be based at the address shown below:

3rd Floor in CKPearl, No. L 151, 5th Main, Sector 6, HSR Layout, Bangalore - 560102.

3. Probationary Period

Your training is subject to the satisfactory completion of a probationary period of four months. The probationary period is designed to grant the Training time to assess whether you are able to fulfil your role with the Training. During the probationary period, your training may be terminated by either you or the Training upon providing 1 Month written notice.

Offer Letter at QUIZARO (ExtendedEdge)

Name: **Lavanya G P**

OL ID :**QZE2309736**

We are pleased to offer you an internship opportunity at Quizaro (ExtendedEdge), Bangalore. The position is for **Business Development Trainee**. Your internship shall commence on **Sep 21 2023** and shall continue till **Sep 30 2023**. You will be under a 10 day unpaid training period till **Sep 30 2023** participation and attendance are **mandatory**.

Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Trainee**. In any Addition to any duties allocated by the Training from **Oct 01 2023 to Feb 01 2024**, your position will be involved.

The Duties allocated set out below:

OJT Start Date: **Oct 01 2023**

OJT End Date: **Feb 01 2024**

Stipend: **INR 17000** Per Month + **INR 10000** as **incentives** (Subject to statutory deductions)

Target: Shall be discussed during the induction/training period.

2. Location

You will be based at the address shown below:

3rd Floor in CKPearl, No. L 151, 5th Main, Sector 6, HSR Layout, Bangalore - 560102.

3. Probationary Period

Your training is subject to the satisfactory completion of a probationary period of four months. The probationary period is designed to grant the Training time to assess whether you are able to fulfil your role with the Training. During the probationary period, your training may be terminated by either you or the Training upon providing 1 Month written notice.

Offer Letter at QUIZARO (ExtendedEdge)

Name: **GNANA PRIYA J**

OL ID : **QZE2309726**

We are pleased to offer you an internship opportunity at Quizaro (ExtendedEdge), Bangalore. The position is for **Business Development Trainee**. Your internship shall commence on **Sep 21 2023** and shall continue till **Sep 30 2023**. You will be under a 10 day unpaid training period till **Sep 30 2023** participation and attendance are **mandatory**.

Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Trainee**. In any Addition to any duties allocated by the Training from **Oct 01 2023 to Feb 01 2024**, your position will be involved.

The Duties allocated set out below:

OJT Start Date: **Oct 01 2023**

OJT End Date: **Feb 01 2024**

Stipend: **INR 17000** Per Month + **INR 10000 as incentives** (Subject to statutory deductions)

Target: Shall be discussed during the induction/training period.

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Offer Letter at QUIZARO (ExtendedEdge)

Name: **Rekha V S**

OL ID : **QZE2309728**

We are pleased to offer you an internship opportunity at Quizaro (ExtendedEdge), Bangalore. The position is for **Business Development Trainee**. Your internship shall commence on **Sep 21 2023** and shall continue till **Sep 30 2023**. You will be under a 10 day unpaid training period till **Sep 30 2023** participation and attendance are **mandatory**.

Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Trainee**. In any Addition to any duties allocated by the Training from **Oct 01 2023 to Feb 01 2024**, your position will be involved.

The Duties allocated set out below:

OJT Start Date: **Oct 01 2023**

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Stipend: **INR 17000** Per Month + **INR 10000 as incentives** (Subject to statutory deductions)

Target: Shall be discussed during the induction/training period.

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3. Probationary Period

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Offer Letter at QUIZARO (ExtendedEdge)

Name: **Gokul Krishna v**

OL ID : **QZE2309738**

We are pleased to offer you an internship opportunity at Quizaro (ExtendedEdge), Bangalore. The position is for **Business Development Trainee**. Your internship shall commence on **Sep 21 2023** and shall continue till **Sep 30 2023**. You will be under a 10 day unpaid training period till **Sep 30 2023** participation and attendance are **mandatory**.

Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Trainee**. In any Addition to any duties allocated by the Training from **Oct 01 2023 to Feb 01 2024**, your position will be involved.

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OJT Start Date: **Oct 01 2023**

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Target: Shall be discussed during the induction/training period.

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3rd Floor in CKPearl, No. L 151, 5th Main, Sector 6, HSR Layout, Bangalore - 560102.

3. Probationary Period

Your training is subject to the satisfactory completion of a probationary period of four months. The probationary period is designed to grant the Training time to assess whether you are able to fulfil your role with the Training. During the probationary period, your training may be terminated by either you or the Training upon providing 1 Month written notice.

Offer Letter at QUIZARO (ExtendedEdge)

Name: **Harsha Vardhan V**
:QZE2309723

OL ID

We are pleased to offer you an internship opportunity at Quizaro (ExtendedEdge), Bangalore. The position is for **Business Development Trainee**. Your internship shall commence on **Sep 21 2023** and shall continue till **Sep 30 2023**. You will be under a 10 day unpaid training period till **Sep 30 2023** participation and attendance are **mandatory**.

Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Trainee**. In any Addition to any duties allocated by the Training from **Oct 01 2023 to Feb 01 2024**, your position will be involved.

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Stipend: INR **17000** Per Month + INR **10000** as incentives (Subject to statutory deductions)

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Offer Letter at QUIZARO (ExtendedEdge)

Name: **Pankaj T Bambaragi**
:QZE2309740

OL ID

We are pleased to offer you an internship opportunity at Quizaro (ExtendedEdge), Bangalore. The position is for **Business Development Trainee**. Your internship shall commence on **Sep 21 2023** and shall continue till **Sep 30 2023**. You will be under a 10 day unpaid training period till **Sep 30 2023** participation and attendance are **mandatory**.

Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Trainee**. In any Addition to any duties allocated by the Training from **Oct 01 2023 to Feb 01 2024**, your position will be involved.

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3. Probationary Period

Your training is subject to the satisfactory completion of a probationary period of four months. The probationary period is designed to grant the Training time to assess whether you are able to fulfil your role with the Training. During the probationary period, your training may be terminated by either you or the Training upon providing 1 Month written notice.

This Employment Agreement (this "Agreement") is made on this Date **10/Apr/2023** (the "Effective Date"), by and between:

Kido Enterprises Pvt Ltd a company incorporated under the Companies Act, 1956 (hereinafter referred to as the "Company" which expression shall unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns), and **Vidya D B**, Daughter of **Bettegowda D S**, residing at **#21 11th cross Subhash nagar A block Singasandra Bengaluru** (Hereinafter referred to as the "Employee" which expression shall unless it be repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors, administrators, legal representatives and permitted assigns).

Whereas the Company has by a letter dated 7/Apr/2023, (the "Offer Letter") made an offer of employment to the Employee and the Employee has accepted the aforesaid offer;

And whereas accordingly, in consideration of the agreements and covenants contained in the Agreement, Company and Employee agree as follows:

1. INCORPORATION OF OFFER LETTER

The terms and conditions of the Offer Letter are incorporated herein by this reference as though set forth in full herein.

2. POSITION AND LOCATION

- 2.1. In accordance with the terms and conditions set forth in this Agreement, the Company agrees to Employ the Employee, and the Employee agrees to be employed, as **Implementation Manager**.
- 2.2. The Employee will be based in **Bangalore** with the Company. The Company shall further be entitled to change the location of the place of work. The Company reserves the right to relocate the Employee to also any of its affiliates, in India or abroad.
- 2.3. The Company shall have the right to assign the Employee any other tasks as may be necessary for the Employee to effectively carry out the Employee's duties.
- 2.4. The Company shall have the right to modify the Employee's designation, reporting or organizational structure as may be reasonably necessary to respond to changing business needs.

3. EMPLOYMENT TERM AND EFFECTIVE DATE

- 3.1. The Employee's employment under this Agreement will become effective as of **10/Apr/2023**. Subject to what is stated hereunder, the Employee's employment with the Company is 'at will' and shall continue unless terminated in accordance with the terms of this Agreement.
- 3.2. The first 3 (three) months following the Commencement Date shall be a probation period (the "Probation Period") which period may be extended by the Company subject to policy guidelines as contained in the Employee Handbook.
- 3.3. During the Probation Period, this Agreement may be terminated by either party (Employee and The Company) at any time by giving a prior written notice of 15 days.

MOMENTS FITNESS HUB

SKYWARD SUN PARK, NO.4156/84/4, 4TH FLOOR, NEELADRI ROAD, ELECTRONICS CITY PHASE 1, BENGALURU, KARNATAKA 560 100

Date: 22nd May 2023

Job Offer letter

Dear Mr. Yogesh G.

We are pleased to offer you the position of Fitness Trainer at Moments Fitness Hub. We feel confident that you will contribute your skills and experience to the growth of our Organization.

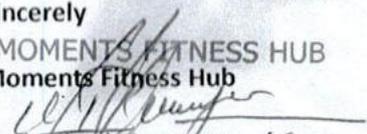
As per the discussion, your starting date will be on 22nd May 2023 and Timings will be 6am – 9am and Evening 5:30pm – 10pm.

Please confirm your acceptance of this offer by signing and returning a copy of this offer letter.

We look forward to welcoming you on board.

Sincerely

For MOMENTS FITNESS HUB
Moments Fitness Hub


Authorised Signatory
Authorised Signatory



S.L.V INTERNATIONAL SCHOOL

51/6, Near Daddy's Garden Gate, Kammasandra, Hebbagodi, Electronic City(PO), Bangalore-560100

Ref.

APPOINTMENT ORDER

Date:

To

Date: 14th June 2023

Mrs.Chandana A K,

Alilaghatta,

Alilaghatta (P), Hagalavadi (H)

Gubbi(Taluk), Tumkur (Dist)

Karnataka-572222

Madam / Sir,

With reference to your application for the post of School Teacher and subsequent interview you had with us, we are pleased to inform you that you have been selected for the said post of School Teacher, your employment with us will be governed by the Policies as applicable to the employees of S.L.V INTERNATIONAL SCHOOL.

You will be paid a consolidated salary of Rs. 21,000 /- Including PF & ESI (Twenty One Thousand only) per month.

We welcome you to the S.L.V INTERNATIONAL SCHOOL, family and look forward to many years of your Service with diligence.

With Best Wishes,

For S.L.V INTERNATIONAL SCHOOL

Chairman

Chairman/secretary

Ref: 953101/2203010/Permt

Date: 07th April, 2023

S G Samiullah
H No - 16, 1st Main, 1st Cross, Subhash Nagara Ayappa Temple,
Bangalore South Begur, Bangalore - 560068.
Phone No: 7892062028

Subject - Offer of Appointment

Dear S G Samiullah,

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. 400000 (Rupees Four Lakhs 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 **14th April, 2023** 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 **Aayushree** 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 **Aayushree** latest by **14th April, 2023**.

9. For any clarification / further information on-

- Employment terms and conditions, please get in touch with **Offers Team** (E-Mail: PS00551100@TechMahindra.com)

For Tech Mahindra Limited



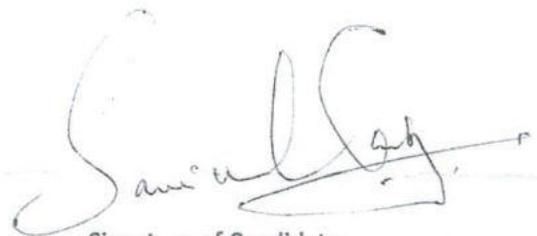
Mukul Sah

Group Head – HR & RMG

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:



Signature of Candidate:

Ref: 947730/2188082/Permt

Date: 02nd February, 2023

Aman Khan
H No - E- 2/649, Shaheed Nagar,
Agra, Uttar Pradesh - 282001.
Phone No: 7060113727

Subject - Offer of Appointment

Dear Aman Khan,

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. 300000 (Rupees Three Lakhs 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 **2nd February, 2023** 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 **Aayushree 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 **Aayushree** latest by **2nd February, 2023**.

9. For any clarification / further Information on-

- Employment terms and conditions, please get in touch with Offers Team (E-Mail: PS00551100@TechMahindra.com)

For Tech Mahindra Limited



Mukul Sah
Group Function Head (Support) – Human Resource

Enci: 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:

Signature of Candidate:

DECATHLON

SPORT FOR ALL - ALL FOR SPORT

Employment Contract

Emp ID: DP8643

To,

Date: 02-06-2022 ,

PRIYANKA KUMARI,

#76/30, mukunda building, daddy's garden road, kammasandra, hebbagodi, Anekal Taluk,
Electronic City Post,
Bangalore
Karnataka
India.

Dear **PRIYANKA KUMARI,**

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 Player** at our **Bangalore** location effective **01-06-2022**.

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.

Anush A 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

DECATHLON SPORTS INDIA PVT. LTD.

Company. Fewer the rules better the productivity as far as we are concerned.

Survey No. 78/10, A2 0-Chikkajala Village, Bellary Road, Bangalore - 562157

Mobile: +91 9670989899, www.decathlon.in DSIPL and take the utmost autonomy to complete

CIN: U72200KA2004PTC033858

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 DS IPL 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 DS IPLs reputation or damage to property
6. We at DS IPL, 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. DS IPL 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 DS IPL, we shall communicate the dis-continuance of employment with DS IPL 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

Decathlon Sports India Pvt Ltd
#242, Next to D.Mart, Bommasandra
Industrial Area, Hosur Main Road,
Anekal Taluk, Bangalore - 560099

UPNEXT CAREER

+91 9360161075

reachus@upnextcareer.com

02, Opp to St. Peter School, Kaikondarahalli,
Bangalore-560035

www.upnextcareer.com

OFFER LETTER

Dear Priya,

We would like to extend you an offer of Internship as an Academic Counsellor Intern at Upnext Career. This is a part-time, paid position beginning on 11/04/2023 and ending on 11/06/2023.

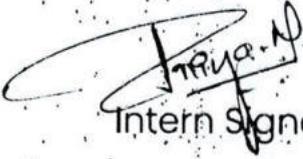
Your primary responsibilities will include providing academic counselling to students, developing and delivering presentations on academic topics, and responding to student inquiries and convincing students to onboard with our programs.

Your hours are flexible, but our expectations are that you will work up to 6 hours each day and 6 days per week. You will receive a salary of INR 9000 per month. Your stipend will be calculated based on the number of hours you work for company and INR 75/- per hour is your wage.

We look forward to you joining our team and seeing the positive impact you can have on our students.

Post Internship, if your work is found satisfactory and if you are willing to continue with the organization your package will be increased to 3.5 LPA to 5LPA based on your performance and you will be offered with permanent employment.

Thanks and Regards,
Prashanth
Senior HR


Intern Signature

From: mgrkrm (Koramangla) . <mgrkrm@titan.co.in>

Date: Fri, 12 May 2023 at 6:55 PM

Subject: Internship Completion at Tanishq Jewelry Store Koramangala. (TATA ENTREPRISES)

To: <Placement@sfscollege.in>

Cc: Harish K S <fmgrkrm@titan.co.in>, Suman Kumari Singh <fmgrkrm2@titan.co.in>

Dear St Francis de Sales College,

Greetings from Tanishq Koramangala.

Firstly, I would like to thank the college Principal & admin team for extending your support sending across your students. Your students are well mannered, disciplined, hard working & very professional.

Arun, Harish, Mahendra, Praveen & Sai Neeraj all five of them had started reporting from 1st April to 23rd April (23 days) at Tanishq Koramangala & they reported to stores & have gone through the retail process.

Kindly do consider their individual attendance from 1st April to 23rd April & please this email as confirmation on their reporting to the store.

Regards

Tarun
Store Manager - KRM

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error, please notify the sender immediately by email or delete this email from your system. If you are not the intended recipient, you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited. The opinion expressed in this mail is that of the sender and does not necessarily reflect that of Titan.

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Thanks and Regards,
Madhusudan M,
Placement Officer,
St. Francis de Sales College,
Electronic City, Bangalore-100.

UPNEXT CAREER

+91 9360161075

reachus@upnextcareer.com

02, Opp to St. Peter School, Kaikondarahalli,
Bangalore-560035

www.upnextcareer.com

OFFER LETTER

Dear Sahil,

We would like to extend you an offer of Internship as an Academic Counsellor Intern at Upnext Career. This is a part-time, paid position beginning on 11/04/2023 and ending on 11/06/2023.

Your primary responsibilities will include providing academic counselling to students, developing and delivering presentations on academic topics, and responding to student inquiries and convincing students to onboard with our programs.

Your hours are flexible, but our expectations are that you will work up to 6 hours each day and 6 days per week. You will receive a salary of INR 9000 per month. Your stipend will be calculated based on the number of hours you work for company and INR 75/- per hour is your wage.

We look forward to you joining our team and seeing the positive impact you can have on our students.

Post Internship, if your work is found satisfactory and if you are willing to continue with the organization your package will be increased to 3.5 LPA to 5LPA based on your performance and you will be offered with permanent employment.

Thanks and Regards,
Prashanth
Senior HR


Intern Signature

16th January, 2023

Ms. Shanthi Priya V
LIG-A,1273 Surya City
Chandapura, Anekal Road
Bangalore-560100

Dear Shanthi,

We congratulate you upon your selection as **Front Office Assistant in Front Office Department at The Park Bangalore, with effect from 18th January 2023.**

Please contact us for the completion of formalities such as your Pre Medical Examinations etc.

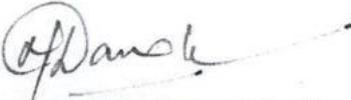
Please bring with you, your release letter or the accepted copy of your resignation letter from past/last employer and four coloured stamp size photographs.

This offer is subject to the successful completion of your medical examination and obtaining a fitness certificate from the company's medical officer and also with the satisfactory verification of all your testimonials.

We take this opportunity to welcome you to the Apeejay Surrendra Park hotels and look forward to a long and productive association with us.

Please confirm the acceptance of this offer by signing on the duplicate copy of this letter.

Sincerely yours



AUTHORISED SIGNATORY