

16 December, 2021

Ms. Gauri Deshmukh
D.No.4/14, Kamalnayan Housing Society,
Indrayaninagar, Near Hanuman Temple,
Pune 411026.

Dear Gauri,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

Position: Process Associate

Grade: G1 L1

Start date: On or Before 04 July, 2022

Compensation: Gross Compensation of INR 300,008 (Rupees Three Lakhs and Eight Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.

Probation & Notice Period: You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of sixty days on either side. On successful completion of probation period, the notice period would be ninety days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

Place of work: Your initial place of work will be Pune. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,



Vipul Singh
(Divisional Vice President & Head of HR)

Associate Signature: _____

16 December, 2021

Ms. Muskan Momin
D.No.1, Talekar House,
Santnagar Lohegaon, Shubham Mangal Karyalaya,
Pune 411047.

Dear Muskan,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

Position: Process Associate

Grade: G1 L1

Start date: On or Before 04 July, 2022

Compensation: Gross Compensation of INR 300,008 (Rupees Three Lakhs and Eight Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.

Probation & Notice Period: You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of sixty days on either side. On successful completion of probation period, the notice period would be ninety days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

Place of work: Your initial place of work will be Pune. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

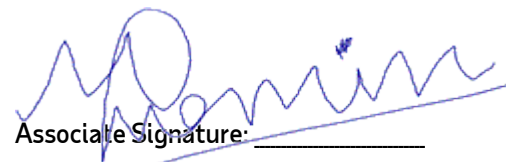
Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,



Vipul Singh
(Divisional Vice President & Head of HR)



Associate Signature: _____

16 December, 2021

Ms. Snehal Rathod
Plot No: 161/1, Maheshnagar,
Barababhali, Nagar Pathardi Road,
Ahmadnagar 414001.

Dear Snehal,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

Position: Customer Service Representative

Grade: G1 L1

Start date: On or Before 04 July, 2022

Compensation: Gross Compensation of INR 300,008 (Rupees Three Lakhs and Eight Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.

Probation & Notice Period: You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of sixty days on either side. On successful completion of probation period, the notice period would be ninety days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

Place of work: Your initial place of work will be Pune. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

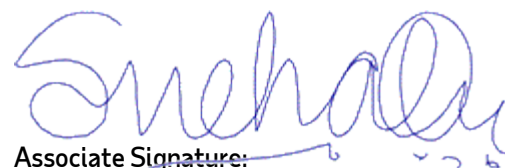
Note: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,



Vipul Singh
(Divisional Vice President & Head of HR)



Associate Signature: _____



EMPLOYMENT AGREEMENT

Allied Analytics LLP

AND

Lokesh Kevalsing Kachhava

CONFIDENTIAL



EMPLOYMENT AGREEMENT

Allied Analytics LLP

AND

Tanmay Nitin Bodhe

CONFIDENTIAL

Letter Release Date: 20/10/2022

Dear Mr. Nikhil Shivdas Rathod,

Mindpool Technologies Ltd. is pleased to offer you a Provisional Offer for the position of “Intern”. You will be appointed at the client location.

The CTC (Cost to Company) being offered to you for this position is **Rs. 23392 Per Month**. Please find annexure-1 on page-2 for CTC Break-up in details.

Date of Joining on: 31/10/2022

Base Location: Pune

Work Location: Allscripts India(LLP), Cluster C, Wing 4, 1st Floor EON Free Zone, Kharadi – 411014

Contract End: 26/10/2023

Notice Period : 30 Days

Please note : This Offer letter shall automatically stand withdrawn in case we do not receive your acceptance within two days from issue of this letter

Pre-Onboarding Guidelines

We at Mindpool Technologies feel pre-on boarding process to be a critical and foremost responsibility of the new joiner hence to simplify it, we would request you to follow the process mentioned below:

| Joining Document Type | Keep file name of your document as per below (No spaces allowed) | Remarks |
|--|--|--|
| Last Two Companies Relieving / Experience Letter (if experienced) combined in one document | Separation | All the documents shall be submitted on or before joining date else joining can't be considered. |
| Last 3 Months Salary Slip combined in one document (if experienced) | Salary | |
| Cancelled Cheque/Bank Account Information Snapshot | Bank | |
| Highest Education Certificate | Education | |
| PAN Card | PAN | |
| Aadhaar Card | Aadhaar | All the documents should be submitted in soft copy (pdf, jpg, png) format only. |
| Passport Size Photo (100*100 Pixel-Resize in Paint) | Photo | |
| Permanent Address Proof (Passport / Aadhaar/ Light Bill/ Rent Agreement etc) | Address | |
| HRIS Form | HRIS | |
| Form-F (Gratuity Nomination) | Gratuity | One document size should not exceed 1 MB. |
| Form-2 (PF Nomination) | PFN | |
| Form-11 (PF Declaration) | PFD | |
| Wage Nomination | Wage | |

Please note that your Employment is conditional upon receipt of a satisfactory Background Check.

Appointment Letter will be issued to you only after verification of document which will have all the employment terms & conditions in details. We welcome you to Mindpool Technologies and look forward to along and mutually beneficial association.

Mindpool Technologies Limited

Regd. Office: Awfis Space, 3rd & 4th, GK Mall, Near Konkane Chowk, Pimple Saudager, Pune, Maharashtra – 411027 (IN)

E-Mail: info@mindpooltech.com www.mindpooltech.com

CIN NO: L72900PN2011PLC138607

2nd May 2022

Mayank Vankudre

Offer for employment

Hello Mayank

Congratulations! We are pleased to confirm your engagement with us as **Junior Accounting Specialist**. You would be scheduled to join our Aundh office on 16th May 2022.

You will be compensated with a remuneration as detailed in Annexure A, which will be paid monthly in the first week of the month in arrears. The variable component would depend upon achievement of monthly KRAs. All compensations are subject to all required statutory deductions or withholding tax, as may be required by applicable law. Please note that that at all times during your employment, you will be governed by our terms of employment as detailed in the Employee Handbook and as amended from time to time.

You'll be on probation during the first 6 months of employment. During the probation, we could request you to leave with a notice of 1 week. Based on your performance, the probation could be shortened or extended. We would issue you a letter of confirmation once your probation is over.

During the probation and after, either party may sever the employment by giving a written notice of two (2) months, (the "Notice Period"). Payment of gross salary in lieu of the notice will be at our discretion.

Mayank, we are confident that you will make a significant contribution to our on a mission to help our clients thrive by helping them take sound financial decisions and we look forward to working with you.

In the meantime, if you have any questions or need more information, feel free to reach out.

Sincerely,



Prasad Bhalerao

Director

2nd May 2022

Natasha Jadhav

Offer for employment

Hello Natasha

Congratulations! We are pleased to confirm your engagement with us as **Junior Accounting Specialist**. You would be scheduled to join our Aundh office on **16th** May 2022.

You will be compensated with a remuneration as detailed in Annexure A, which will be paid monthly in the first week of the month in arrears. The variable component would depend upon achievement of monthly KRAs. All compensations are subject to all required statutory deductions or withholding tax, as may be required by applicable law. Please note that that at all times during your employment, you will be governed by our terms of employment as detailed in the Employee Handbook and as amended from time to time.

You'll be on probation during the first 6 months of employment. During the probation, we could request you to leave with a notice of 1 week. Based on your performance, the probation could be shortened or extended. We would issue you a letter of confirmation once your probation is over.

During the probation and after, either party may sever the employment by giving a written notice of two (2) months, (the "Notice Period"). Payment of gross salary in lieu of the notice will be at our discretion.

Natasha, we are confident that you will make a significant contribution to our on a mission to help our clients thrive by helping them take sound financial decisions and we look forward to working with you.

In the meantime, if you have any questions or need more information, feel free to reach out.

Sincerely,



Prasad Bhalerao

Director

10 March 2022

**NISHANT PRASHANT FUTANE
BRIHAN MAHARASHTRA COLLEGE OF COMMERCE
MAHARASTRA.**

Dear NISHANT PRASHANT FUTANE

Welcome to the Chola family!

We are extremely delighted to offer you the position of **Insurance Trainee** at **CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED** part of the Murugappa Group.

The duration of the Traineeship will be one year. Your assimilation into our system depends on your enthusiasm to bring your learning into your specified role, your willingness to experiment with your learning and a desire to learn. During this period, we will provide you training exposure to a set of functions within the organisation and also to undertake specific assignments across locations.

Your annual Cost to Company would be Rs. 3.5 Lakhs, details of which are appended in the Annexure- I.

The exact date and place of training and placement will be communicated to you in due course.

Please sign and return the duplicate copy of this letter. Your appointment is subject to your background verification and medical fitness and your successful completion of your Academic Degree in April / May 2022.

Please review the list of mandatory documents related to your identity, address proof and education qualifications provided in the Annexure - II of this document and you are requested to send them to us at the earliest.

We look forward to meeting you soon and trust that your association with the Murugappa Group will be a mutually beneficial one.

**Yours faithfully,
For CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED**



Authorized Signatory

ACCEPTANCE OF OFFER

I hereby declare that I accept this Offer Letter

SIGNATURE

| | | |
|-----------------|------------------|--|
| Contact: | Landline: | Mobile: |
| | Email ID: | Emergency Contact: (Name & Mobile no) |

18 April 2022

SAYALI ANIL BENGALE
BRIHAN MAHARASHTRA COLLEGE OF COMMERCE
PUNE.

Dear SAYALI ANIL BENGALE

Welcome to the Chola family!

We are extremely delighted to offer you the position of **Insurance Trainee** at **CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED** part of the Murugappa Group.

The duration of the Traineeship will be one year. Your assimilation into our system depends on your enthusiasm to bring your learning into your specified role, your willingness to experiment with your learning and a desire to learn. During this period, we will provide you training exposure to a set of functions within the organisation and also to undertake specific assignments across locations.

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The exact date and place of training and placement will be communicated to you in due course.

Please sign and return the duplicate copy of this letter. Your appointment is subject to your background verification and medical fitness and your successful completion of your Academic Degree in April / May 2022.

Please review the list of mandatory documents related to your identity, address proof and education qualifications provided in the Annexure - II of this document and you are requested to send them to us at the earliest.

We look forward to meeting you soon and trust that your association with the Murugappa Group will be a mutually beneficial one.

Yours faithfully,
For CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED



Authorized Signatory

ACCEPTANCE OF OFFER

I hereby declare that I accept this Offer Letter

SIGNATURE

| | | |
|-----------------|------------------|--|
| Contact: | Landline: | Mobile: |
| | Email ID: | Emergency Contact: (Name & Mobile no) |

18 April 2022

SUSHANT KALYAN MARKAD
BRIHAN MAHARASHTRA COLLEGE OF COMMERCE
PUNE.

Dear SUSHANT KALYAN MARKAD

Welcome to the Chola family!

We are extremely delighted to offer you the position of **Insurance Trainee** at **CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED** part of the Murugappa Group.

The duration of the Traineeship will be one year. Your assimilation into our system depends on your enthusiasm to bring your learning into your specified role, your willingness to experiment with your learning and a desire to learn. During this period, we will provide you training exposure to a set of functions within the organisation and also to undertake specific assignments across locations.

Your annual Cost to Company would be Rs. 3.5 Lakhs, details of which are appended in the Annexure- I.

The exact date and place of training and placement will be communicated to you in due course.

Please sign and return the duplicate copy of this letter. Your appointment is subject to your background verification and medical fitness and your successful completion of your Academic Degree in April / May 2022.

Please review the list of mandatory documents related to your identity, address proof and education qualifications provided in the Annexure - II of this document and you are requested to send them to us at the earliest.

We look forward to meeting you soon and trust that your association with the Murugappa Group will be a mutually beneficial one.

Yours faithfully,
For CHOLA PEOPLE AND MARKETING SERVICES PRIVATE LIMITED



Authorized Signatory

ACCEPTANCE OF OFFER

I hereby declare that I accept this Offer Letter

SIGNATURE

| | | |
|-----------------|------------------|--|
| Contact: | Landline: | Mobile: |
| | Email ID: | Emergency Contact: (Name & Mobile no) |



19-May-2022

Dear Rohit Sanjay Chavan,
BCA, Computer Application
Brihan Maharashtra College of Commerce, Pune

Candidate ID – 21332099

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized



19-May-2022

Dear **Rushikesh Keshavrao Kalhale**,
BCA, Computer Application
Brihan Maharashtra College of Commerce, Pune

Candidate ID – 19734741

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized



19-May-2022

Dear Saket Vishwas Mokashi,
BCA, Computer Application
Brihan Maharashtra College of Commerce, Pune

Candidate ID – 21332100

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

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PRIVATE & CONFIDENTIAL

8 April, 2022

Mr. Ayush Anand Irabatti
Brihan Maharashtra College of Commerce
845, Shivajinagar
Pune 411004

Dear Ayush,

We are pleased to offer you employment as a member of the staff of Credit Suisse Services (India) Private Limited (The "Company") on the terms and conditions set out below.

In the course of your employment with the Company, you will be required to perform services for the Company and, subject to applicable laws and regulations, other entities comprising the Credit Suisse Group. In this contract of employment, "Credit Suisse Group" and "CS" mean Credit Suisse Group AG and / or its affiliates.

Your employment with the Company will be subject to a probationary period of three months. If at any time during the probationary period your performance is not deemed satisfactory, the Company may terminate your employment, as set out in "Termination" section below.

Location:

Your principal place of work will be in the Company's offices in Pune. Although you may be required to travel outside of Pune from time to time to carry out your duties, you must not work on a regular basis from any other location outside of Pune without the written approval of the Company.

Position:

Exempt Non Officer, Group Operations

Commencement Date:

Your employment will commence on a date following the satisfactory completion of the background and other checks referred to herein which is to be agreed between you and the Company (the "Commencement Date") and in any event no later than 18 July, 2022. Your Commencement Date is also subject to the grant and issue of a valid employment visa, where applicable.

PRIVATE & CONFIDENTIAL

1 April, 2022

Ms. Shatakshi Rajeev Dabhade
Brihan Maharashtra College of Commerce
845, Shivajinagar
Pune - 411004

Dear Shatakshi,

We are pleased to offer you employment as a member of the staff of Credit Suisse Services (India) Private Limited (The "Company") on the terms and conditions set out below.

In the course of your employment with the Company, you will be required to perform services for the Company and, subject to applicable laws and regulations, other entities comprising the Credit Suisse Group. In this contract of employment, "Credit Suisse Group" and "CS" mean Credit Suisse Group AG and / or its affiliates.

Your employment with the Company will be subject to a probationary period of three months. If at any time during the probationary period your performance is not deemed satisfactory, the Company may terminate your employment, as set out in "Termination" section below.

Location:

Your principal place of work will be in the Company's offices in Pune. Although you may be required to travel outside of Pune from time to time to carry out your duties, you must not work on a regular basis from any other location outside of Pune without the written approval of the Company.

Position:

Exempt Non Officer, Group Operations

Commencement Date:

Your employment will commence on a date following the satisfactory completion of the background and other checks referred to herein which is to be agreed between you and the Company (the "Commencement Date") and in any event no later than 18 July, 2022. Your Commencement Date is also subject to the grant and issue of a valid employment visa, where applicable.

Condition of Employment:

This contract of employment is subject to the successful completion of your degree and the provision of such evidence thereof as may be reasonably required by the Company, prior to the Commencement Date. For the avoidance of doubt, should you not comply with this clause on or before , 31st October 2022 this contract of employment will terminate on such date.

PRIVATE & CONFIDENTIAL

31 March, 2022

Ms. Yashna Devendra Shah
Brihan Maharashtra College of Commerce
845, Shivaji Nagar
Pune 411004

Dear Yashna,

We are pleased to offer you employment as a member of the staff of Credit Suisse Services (India) Private Limited (The "Company") on the terms and conditions set out below.

In the course of your employment with the Company, you will be required to perform services for the Company and, subject to applicable laws and regulations, other entities comprising the Credit Suisse Group. In this contract of employment, "Credit Suisse Group" and "CS" mean Credit Suisse Group AG and / or its affiliates.

Your employment with the Company will be subject to a probationary period of three months. If at any time during the probationary period your performance is not deemed satisfactory, the Company may terminate your employment, as set out in "Termination" section below.

Location:

Your principal place of work will be in the Company's offices in Pune. Although you may be required to travel outside of Pune from time to time to carry out your duties, you must not work on a regular basis from any other location outside of Pune without the written approval of the Company.

Position:

Exempt Non Officer, Group Operations

Commencement Date:

Your employment will commence on a date following the satisfactory completion of the background and other checks referred to herein which is to be agreed between you and the Company (the "Commencement Date") and in any event no later than 18 July, 2022. Your Commencement Date is also subject to the grant and issue of a valid employment visa, where applicable.

Fwd: Offer Letter - Definedge Solutions

Sunill <sunilyamgar321@gmail.com>

Tue 2022-12-20 16:17

To: nilofar agnihotri <nilofaragnihotri.bmcc@despune.org>

1 attachments (45 KB)

image001.png;

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

From: **HR** <hr@definedge.com>

Date: Mon, 19 Dec, 2022, 6:18 pm

Subject: Offer Letter - Definedge Solutions

To: sunilyamgar321@gmail.com <sunilyamgar321@gmail.com>

Dear Sunil ,

We have pleasure in offering you the employment in our company as Customer Support Associate. You will play critical role in driving technology vision set by management and product desired business solution.

Your fixed annually compensation will be **Rs. 2,40,000/-** (Two Lakhs Forty Thousand Only). There will be an Lock-in period of Eighteen months from date of joining within which employee has no right to terminate the agreement. Below is the Salary structure. You are required to join us latest by **26th Dec, 2022** beyond which this offer stands cancelled unless otherwise, either party communicates the said delay beforehand.

| Remuneration | | |
|--------------------------------|---------------|--------------|
| Particulars | Monthly CTC ` | Annual CTC ` |
| Monthly Fixed Component | | |
| Basic | ██████████ | ██████████ |
| House Rent Allowance | ██████████ | ██████████ |
| Conveyance Allowance | ██████████ | ██████████ |



Deloitte Tax Services India Private Limited
Deloitte Tower Survey No. 41 Gachibowli Village, Ranga
Reddy District, CIRCLE 3, Hyderabad - 500032,
Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Aug 9, 2022

Ms. Pranjal Ashok Lokhande
Flat No 17A, Shiv Narayan Apt, 340 Somwar Peth, Near Kem Hospital,
Pune, Maharashtra, 411011
India

Subject: Offer of Employment

Dear Pranjal Ashok Lokhande:

On behalf of **Deloitte Tax Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Tax Consultant I** based in **Hyderabad**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 14, 2022**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 550,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 14, 2022**, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.



Deloitte Consulting India Private Limited
Unit 201-206, Fairmount, High Street, Hiranandani
Business Park, Powai, Mumbai Suburban, Maharashtra –
400076, India

Tel: +91 022 61137000
www.deloitte.com

Dec 15, 2022

Mr. Sanket Ramdas Khomane
Wing A2-7, Balaji Residency, Pimple Gurav,
Pune, 411061
India

Subject: Offer of Employment

Dear Sanket Ramdas Khomane:

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Mumbai**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **February 6, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **February 6, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **February 6, 2023**, or an alternative mutually agreed upon date.



ADBOX MEDIA LLP

#448, 5th Main Road, 6 Sector,
Bangalore, 560 102 INDIA

TRAINEESHIP CUM JOB OFFER

December 3, 2021

Dear Manmohan Singh,

We are excited to offer you the position of Growth Specialist at AdBox Media Llp ("company") commencing on January 10 2022. You will start as a trainee with a traineeship period of 6 months. During this period you will be trained and involved in live projects and this traineeship shall be converted to a full-time position subjected to your performance and on completion of your final exams in 2022. Your stipend during the traineeship will be INR 8,000.

CTC Package Offered: INR 8,03,000 over 2 years including first anniversary bonus of INR 60,000 + second anniversary bonus of INR 80,000 and benefits.

Reporting Location: Mumbai

Probation Period: 2 months

Notice Period: 3 months' notice if terminated by the employee and 1-month notice if terminated by the employer (post probation)

You will likely be dealing with confidential data of the company and its clients. You have to be careful to not disclose this to anyone outside the company during and after your association with the company and within the company only based on authorized need to know. Any data related to the company on your computer or laptop must be promptly shared by you with the company and you must not keep any confidential data saved with you on your Laptop/ PC/ Email/ Cloud beyond what is required to perform your duty and in no case beyond your association with the company.

The compensation includes consideration for your services and obligations such as confidentiality, non-solicitation, non-compete, data transfer, inventions assignment, software copyright and other terms agreed to in the internship and employment agreement(s) and other agreements with the company. You shall indemnify the company against any loss or damage caused by a) negligence on your side b) misrepresentation or breach of agreement caused by you.

We value continuous learning, nurturing creativity and promoting innovation. Rest assured, that this opportunity will give you ample scope for all of this while working alongside colleagues who are kicked and passionate about what they do.

Please sign a copy of this letter and return it to us before December 4, 2021. Feel free to reach us at hr@deltax.com anytime if you have any questions about anything at all.

Once again, congratulations! We look forward to welcoming you on board really soon.

For AdBox Media LLP

(Ravi Kabra)
Authorized Signatory

Manmohan Singh



ADBOX MEDIA LLP

#448, 5th Main Road, 6 Sector,
Bangalore, 560 102 INDIA

OFFER LETTER

January 19, 2022

Dear Rishikesh Bharat Raut,

We are excited to offer you the position of Product Analyst at AdBox Media Llp ("company") commencing on February 1 2022. You will start as a trainee with a traineeship period of 6 months. During this period you will be trained and involved in live projects and this traineeship shall be converted to a full-time position subjected to your performance and on completion of your final exams in 2022. Your stipend during the traineeship will be INR 12,000.

CTC Package Offered: INR 4,00,400 per annum including first anniversary bonus of INR 65,000 and benefits.

Reporting Location: Bangalore

Probation Period: 2 months

Notice Period: 3 months' notice if terminated by the employee and 1-month notice if terminated by the employer (post probation)

You will likely be dealing with confidential data of the company and its clients. You have to be careful to not disclose this to anyone outside the company during and after your association with the company and within the company only based on authorized need to know. Any data related to the company on your computer or laptop must be promptly shared by you with the company and you must not keep any confidential data saved with you on your Laptop/ PC/ Email/ Cloud beyond what is required to perform your duty and in no case beyond your association with the company.

The compensation includes consideration for your services and obligations such as confidentiality, non-solicitation, non-compete, data transfer, inventions assignment, software copyright and other terms agreed to in the internship and employment agreement(s) and other agreements with the company. You shall indemnify the company against any loss or damage caused by a) negligence on your side b) misrepresentation or breach of agreement caused by you.

We value continuous learning, nurturing creativity and promoting innovation. Rest assured, that this opportunity will give you ample scope for all of this while working alongside colleagues who are kicked and passionate about what they do.

Please sign a copy of this letter and return it to us before January 20, 2022. Feel free to reach us at hr@deltax.com anytime if you have any questions about anything at all.

Once again, congratulations! We look forward to welcoming you on board really soon.

For AdBox Media LLP

(Gita Dhir)
Authorized Signatory

Rishikesh Bharat Raut



ADBOX MEDIA LLP

#448, 5th Main Road, 6 Sector,
Bangalore, 560 102 INDIA

TRAINEESHIP CUM JOB OFFER

January 25, 2022

Dear Shivam Sandeep Jain,

We are excited to offer you the position of Digital Marketing Analyst at AdBox Media Llp ("company") commencing on February 1, 2022. You will start as a trainee with a traineeship period of 6 months. During this period you will be trained and involved in live projects and this traineeship shall be converted to a full-time position subjected to your performance and on successful completion of your traineeship. Your stipend during the traineeship will be INR 8,000.

CTC Package Offered: INR 8,03,000 over 2 years including first anniversary bonus of INR 60,000 + second anniversary bonus of INR 80,000 and benefits.

Reporting Location: Hyderabad

Probation Period: 2 months

Notice Period: 3 months' notice if terminated by the employee and 1-month notice if terminated by the employer (post probation)

You will likely be dealing with confidential data of the company and its clients. You have to be careful to not disclose this to anyone outside the company during and after your association with the company and within the company only based on authorized need to know. Any data related to the company on your computer or laptop must be promptly shared by you with the company and you must not keep any confidential data saved with you on your Laptop/ PC/ Email/ Cloud beyond what is required to perform your duty and in no case beyond your association with the company.

The compensation includes consideration for your services and obligations such as confidentiality, non-solicitation, non-compete, data transfer, inventions assignment, software copyright and other terms agreed to in the internship and employment agreement(s) and other agreements with the company. You shall indemnify the company against any loss or damage caused by a) negligence on your side b) misrepresentation or breach of agreement caused by you.

We value continuous learning, nurturing creativity and promoting innovation. Rest assured, that this opportunity will give you ample scope for all of this while working alongside colleagues who are kicked and passionate about what they do.

Please sign a copy of this letter and return it to us before January 27, 2022. Feel free to reach us at hr@deltax.com anytime if you have any questions about anything at all.

Once again, congratulations! We look forward to welcoming you on board really soon.

For AdBox Media LLP

(Gita Dhir)
Authorized Signatory

Shivam Sandeep Jain



PRIVATE AND CONFIDENTIAL

Date: 05 Oct 2021

Bharti Ramesh Solanki

OFFER LETTER

Dear Bharti,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

- 1.1 You shall be appointed to the position of **Executive Trainee - Health** and will be located at **Pune**.
- 1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350,000/-** (Rupees Three Lac Fifty Thousand Only).
- 1.3 Your Gross Annual Compensation will include a performance-linked variable of **10.00%** subject to achievement of pre-defined targets.
- 1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.
- 1.5 The Trainee Program will be for a period of **1 year** from your date of joining.
- 1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.
- 1.7 Your employment with the Company is subject to:
 - (a) The accuracy of the testimonials and information provided by you; and,
 - (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.
- 1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.
- 1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.



PRIVATE AND CONFIDENTIAL

Date: 10 May 2022

Preeti Chandrakant Jadhav

OFFER LETTER

Dear Preeti,

Subsequent to your meetings with Go Digit General Insurance Limited, we are pleased to make an offer of employment on the following terms and conditions:

- 1.1 You shall be appointed to the position of **Executive Trainee** you will be located at **Pune**.
- 1.2 As an employee of the Organisation, your Gross Annual Compensation (Cost to Company) will be **Rs. 350,000/-** (Rupees Three Lac Fifty Thousand Only).
- 1.3 Your Gross Annual Compensation will include a performance-linked variable of **10.00%** subject to achievement of pre-defined targets.
- 1.4 All terms and conditions of your employment, including the code of conduct, will be in accordance with the Company's policies and procedures and the Employment Agreement.
- 1.5 The Trainee Program will be for a period of **1 Year** from your date of joining.
- 1.6 Your employment will also be dependent upon completion of your Graduation / Post Graduation as per the training programme.
- 1.7 Your employment with the Company is subject to:
 - (a) The accuracy of the testimonials and information provided by you; and,
 - (b) You being free from any contractual restrictions preventing you from accepting this offer and will return receipt of acceptance of this offer within 5 working days.
- 1.8 At any time, the contract may be terminated by either party by giving 90 days' notice in writing. Go Digit General Insurance reserves the right to payment of salary in lieu of the notice period.
- 1.9 On the day of your joining kindly bring photocopies of your certificates (all education qualifications, address proof, Pan card copy, ID proof, all previous employers' certificates, Form 16, Last employer's salary slip of last 3 months, relieving Letter from last employer), along with four passport size photographs.

| | | |
|--|---|--|
| Name: | Aniket Nalgune | |
| Designation: | Trainee-Finance | |
| Salary Band | SB95 | |
| Compensation Break Up | | |
| Cost to Company p.a. | 410,000 | |
| Components | Annual | Monthly |
| Basic Salary | ██████████ | ██████████ |
| House Rent Allowance | ██████████ | ██████████ |
| Education Allowance | ██████████ | ██████████ |
| Bonus / Ex-gratia* | ██████████ | ██████████ |
| Flexible Reimbursement Basket (FRB)** | ██████████ | ██████████ |
| Retirals | | |
| Gratuity | ██████████ | ██████████ |
| Provident Fund (employer's contribution) | ██████████ | ██████████ |
| Subtotal Retirals | ██████████ | ██████████ |
| Cost to Company p.a. | ██████████ | ██████████ |
| <p>* Bonus (if applicable) shall be payable as per Payment of Bonus Act, amount over and above statutory bonus shall be paid as Ex-gratia</p> <p>** Flexible Reimbursement Basket (FRB): The flexible reimbursement basket can be broken down into following components. The break up would undergo change based on individual choice and applicable entitlements as per respective policies. Remainder of FRB (if any) will be termed as "Other Allowance" and will be paid as fixed component through payroll.</p> <ol style="list-style-type: none"> 1. Lease Rental, Fuel & Maintenance and Driver's salary Reimbursement as per lease vehicle policy OR 2. Fuel & Maintenance and Driver's salary Reimbursement as per own vehicle policy OR 3. Transport facility 4. Phone Reimbursement 5. Leave Travel Allowance 6. Professional Development Allowance 7. Uniform Allowance (as applicable) 8. Optional Retirement benefits (Superannuation & NPS) | | |
| Other Employment Benefits | Core Benefits | Flexible benefits options |
| Mediclaime Hospitalisation (family Floater, max 5 dependents) | Rs. 4 Lakh p.a. family floater | Upgrade / Downgrade sum insured and dependents as per flex rules either through points or salary deduction |
| Personal Accident Coverage (only for employee) - Comprehensive coverage | 3 times annual CTC | Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction |
| Group Term Life Insurance (only for employee, covering natural death & critical illness) | 20 lacs or 2 times CTC, whichever is higher | NA |
| Enhanced health check up (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Gym Membership reimbursement (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Meal Coupons | As applicable | As applicable |
| *Company reserves the right to restructure the salary and allowance components in your compensation without affecting the CTC | | |

Shiju John
Manager-Human Resource Corporate & Services

Aniket Nalgune

| | | |
|--|---|--|
| Name: | Divya Shinde | |
| Designation: | Trainee- Finance | |
| Salary Band | SB95 | |
| Compensation Break Up | | |
| Cost to Company p.a. | | 410,000 |
| Components | Annual | Monthly |
| Basic Salary | ██████████ | ██████████ |
| House Rent Allowance | ██████████ | ██████████ |
| Education Allowance | ██████████ | ██████████ |
| Bonus / Ex-gratia* | ██████████ | ██████████ |
| Flexible Reimbursement Basket (FRB)** | ██████████ | ██████████ |
| Retirals | | |
| Gratuity | ██████████ | ██████████ |
| Provident Fund (employer's contribution) | ██████████ | ██████████ |
| Subtotal Retirals | ██████████ | ██████████ |
| Cost to Company p.a. | ██████████ | ██████████ |
| <p>* Bonus (if applicable) shall be payable as per Payment of Bonus Act, amount over and above statutory bonus shall be paid as Ex-gratia</p> <p>** Flexible Reimbursement Basket (FRB): The flexible reimbursement basket can be broken down into following components. The break up would undergo change based on individual choice and applicable entitlements as per respective policies. Remainder of FRB (if any) will be termed as "Other Allowance" and will be paid as fixed component through payroll.</p> <ol style="list-style-type: none"> 1. Lease Rental, Fuel & Maintenance and Driver's salary Reimbursement as per lease vehicle policy OR 2. Fuel & Maintenance and Driver's salary Reimbursement as per own vehicle policy OR 3. Transport facility 4. Phone Reimbursement 5. Leave Travel Allowance 6. Professional Development Allowance 7. Uniform Allowance (as applicable) 8. Optional Retirement benefits (Superannuation & NPS) | | |
| Other Employment Benefits | Core Benefits | Flexible benefits options |
| Mediclaime Hospitalisation (family Floater, max 5 dependents) | Rs. 4 Lakh p.a. family floater | Upgrade / Downgrade sum insured and dependents as per flex rules either through points or salary deduction |
| Personal Accident Coverage (only for employee) - Comprehensive coverage | 3 times annual CTC | Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction |
| Group Term Life Insurance (only for employee, covering natural death & critical illness) | 20 lacs or 2 times CTC, whichever is higher | NA |
| Enhanced health check up (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Gym Membership reimbursement (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Meal Coupons | As applicable | As applicable |
| *Company reserves the right to restructure the salary and allowance components in your compensation without affecting the CTC | | |

Shiju John
Manager-Human Resource Corporate & Services

Divya Shinde

**PERSONAL AND STRICTLY CONFIDENTIAL**

July 12, 2022

To,

Mansi

Appointment Letter

Dear Mansi,

Please refer to your application and the subsequent interview you have had with us. We are pleased to appoint you as Participant. SCM in our Company. Please note that your appointment is subject to the terms and conditions contained in this letter and the policies of the Company, in force, and as amended, from time to time.

A) Appointment

Following are the details of your employment:

Designation : Participant. SCM

Salary Band : 95

Total Salary (Cost To Company) : 410,000

1. This appointment letter is valid upon joining the Company on or before July 18, 2022 after which it shall stand revoked.
2. Your salary, benefits, level/grade/ Band fitment, level of earnings within your group is absolutely personal to you which is purely based on your academic background, experience, potential and competence as assessed by the Company. As such comparison between individual employees is invidious. Such information is strictly confidential to you.
3. At present, you would be posted at Pune. However, your services are liable to be transferred to any other division, activity, geographical location, branch, group company, sister concern or subsidiary of this Company or any of its associates, presently in existence and operational or to be operational in future. In such an eventuality, you will be governed by the terms and conditions and the remunerations as applicable to such new place to which your services may be temporarily or permanently transferred. However, the compensation may be reviewed, subject to the sole discretion of the Company.

B) Responsibility

4. During your employment with the Company, you will be governed by Service Conditions more specifically stated in the Annexure I attached to this letter and other rules and regulations framed by the Management from time to time, which shall be applicable to you, and also by such legal provisions as may be applicable.
5. You are expected to give to the Company your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become, in our opinion, a hindrance to your performance.
6. You are, by virtue of employment with this Company, required to do all the work allied, ancillary related or incidental to the main job. Similarly, you may be asked to do any job within your competence depending upon the exigencies of the situation.
7. Your appointment is a full time job and you will not at any time engage, directly or indirectly, in any paid or honorary occupation or business outside the Company without obtaining prior written consent of the Company. You are not to interest yourself to do training on your own account without prior approval from the Company. Breach of any one of the conditions above will render you liable to termination of your employment without notice"

C) Training

8. In furtherance of your employment in this Company and for increasing and honing your skills, you may be required to be trained technically or otherwise. This may require the Company to provide training either in-house or send you for training outside the Company in India or abroad, on the terms and conditions as mutually agreed before the commencement of such training."

D) Termination/Separation

9. a) Eaton reserves the right to withhold or even rescind the offer to any candidate/s if such candidate/s fail to clear his final examination or found involved in any misconduct or in any illegal, immoral or unauthorized act/s or is/are found to be in non-compliance with any rules, guidelines, instructions etc. issued by Eaton from time to time.

b) The employment can be terminated by either of the parties by giving 2 months notice period in writing of its intention to do so. An employee is expected to serve the full duration of the notice period to facilitate proper hand over of responsibilities and complete any urgent projects on hand. In exceptional cases, based on Company's discretion, an employee may be permitted to be relieved earlier by tendering notice pay calculated as basic pay divided by 30 and multiplied by number of days of



PERSONAL AND STRICTLY CONFIDENTIAL

July 8, 2022

To,

Marlene

Appointment Letter

Dear Marlene,

Please refer to your application and the subsequent interview you have had with us. We are pleased to appoint you as Trainee -SCM in our Company. Please note that your appointment is subject to the terms and conditions contained in this letter and the policies of the Company, in force, and as amended, from time to time.

A) Appointment

Following are the details of your employment:

Designation : Trainee -SCM

Salary Band : 95

Total Salary (Cost To Company) : 410,000

1. This appointment letter is valid upon joining the Company on or before July 18, 2022 after which it shall stand revoked.
2. Your salary, benefits, level/grade/ Band fitment, level of earnings within your group is absolutely personal to you which is purely based on your academic background, experience, potential and competence as assessed by the Company. As such comparison between individual employees is invidious. Such information is strictly confidential to you.
3. At present, you would be posted at Pune. However, your services are liable to be transferred to any other division, activity, geographical location, branch, group company, sister concern or subsidiary of this Company or any of its associates, presently in existence and operational or to be operational in future. In such an eventuality, you will be governed by the terms and conditions and the remunerations as applicable to such new place to which your services may be temporarily or permanently transferred. However, the compensation may be reviewed, subject to the sole discretion of the Company.

B) Responsibility

4. During your employment with the Company, you will be governed by Service Conditions more specifically stated in the Annexure I attached to this letter and other rules and regulations framed by the Management from time to time, which shall be applicable to you, and also by such legal provisions as may be applicable.
5. You are expected to give to the Company your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become, in our opinion, a hindrance to your performance.
6. You are, by virtue of employment with this Company, required to do all the work allied, ancillary related or incidental to the main job. Similarly, you may be asked to do any job within your competence depending upon the exigencies of the situation.
7. Your appointment is a full time job and you will not at any time engage, directly or indirectly, in any paid or honorary occupation or business outside the Company without obtaining prior written consent of the Company. You are not to interest yourself to do training on your own account without prior approval from the Company. Breach of any one of the conditions above will render you liable to termination of your employment without notice"

C) Training

8. In furtherance of your employment in this Company and for increasing and honing your skills, you may be required to be trained technically or otherwise. This may require the Company to provide training either in-house or send you for training outside the Company in India or abroad, on the terms and conditions as mutually agreed before the commencement of such training."

D) Termination/Separation

9. a) Eaton reserves the right to withhold or even rescind the offer to any candidate/s if such candidate/s fail to clear his final examination or found involved in any misconduct or in any illegal, immoral or unauthorized act/s or is/are found to be in non-compliance with any rules, guidelines, instructions etc. issued by Eaton from time to time.

b) The employment can be terminated by either of the parties by giving 2 months notice period in writing of its intention to do so. An employee is expected to serve the full duration of the notice period to facilitate proper hand over of responsibilities and complete any urgent projects on hand. In exceptional cases, based on Company's discretion, an employee may be permitted to be relieved earlier by tendering notice pay calculated as basic pay divided by 30 and multiplied by number of days of

| | | |
|--|---|--|
| Name: | Olika Sinha | |
| Designation: | Trainee - Finance | |
| Salary Band | SB95 | |
| Compensation Break Up | | |
| Cost to Company p.a. | | 410,000 |
| Components | Annual | Monthly |
| Basic Salary | ██████████ | ██████████ |
| House Rent Allowance | ██████████ | ██████████ |
| Education Allowance | ██████████ | ██████████ |
| Bonus / Ex-gratia* | ██████████ | ██████████ |
| Flexible Reimbursement Basket (FRB)** | ██████████ | ██████████ |
| Retirals | | |
| Gratuity | ██████████ | ██████████ |
| Provident Fund (employer's contribution) | ██████████ | ██████████ |
| Subtotal Retirals | ██████████ | ██████████ |
| Cost to Company p.a. | ██████████ | ██████████ |
| <p>* Bonus (if applicable) shall be payable as per Payment of Bonus Act, amount over and above statutory bonus shall be paid as Ex-gratia</p> <p>** Flexible Reimbursement Basket (FRB): The flexible reimbursement basket can be broken down into following components. The break up would undergo change based on individual choice and applicable entitlements as per respective policies. Remainder of FRB (if any) will be termed as "Other Allowance" and will be paid as fixed component through payroll.</p> <ol style="list-style-type: none"> 1. <i>Lease Rental, Fuel & Maintenance and Driver's salary Reimbursement as per lease vehicle policy OR</i> 2. <i>Fuel & Maintenance and Driver's salary Reimbursement as per own vehicle policy OR</i> 3. <i>Transport facility</i> 4. <i>Phone Reimbursement</i> 5. <i>Leave Travel Allowance</i> 6. <i>Professional Development Allowance</i> 7. <i>Uniform Allowance (as applicable)</i> 8. <i>Optional Retirement benefits (Superannuation & NPS)</i> | | |
| Other Employment Benefits | Core Benefits | Flexible benefits options |
| Mediclaime Hospitalisation (family Floater, max 5 dependents) | Rs. 4 Lakh p.a. family floater | Upgrade / Downgrade sum insured and dependents as per flex rules either through points or salary deduction |
| Personal Accident Coverage (only for employee) - Comprehensive coverage | 3 times annual CTC | Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction |
| Group Term Life Insurance (only for employee, covering natural death & critical illness) | 20 lacs or 2 times CTC, whichever is higher | NA |
| Enhanced health check up (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Gym Membership reimbursement (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Meal Coupons | As applicable | As applicable |
| *Company reserves the right to restructure the salary and allowance components in your compensation without affecting the CTC | | |

Shiju John
Manager - Human Resource Corporate & Services

Olika Sinha



PERSONAL AND STRICTLY CONFIDENTIAL

June 30, 2022

To,

Priyam

Appointment Letter

Dear Priyam,

Please refer to your application and the subsequent interview you have had with us. We are pleased to appoint you as Trainee-Finance in our Company. Please note that your appointment is subject to the terms and conditions contained in this letter and the policies of the Company, in force, and as amended, from time to time.

A) Appointment

Following are the details of your employment:

Designation : Trainee-Finance

Salary Band : 95

Total Salary (Cost To Company) : 410,000

1. This appointment letter is valid upon joining the Company on or before July 12, 2022 after which it shall stand revoked.
2. Your salary, benefits, level/grade/ Band fitment, level of earnings within your group is absolutely personal to you which is purely based on your academic background, experience, potential and competence as assessed by the Company. As such comparison between individual employees is invidious. Such information is strictly confidential to you.
3. At present, you would be posted at Pune. However, your services are liable to be transferred to any other division, activity, geographical location, branch, group company, sister concern or subsidiary of this Company or any of its associates, presently in existence and operational or to be operational in future. In such an eventuality, you will be governed by the terms and conditions and the remunerations as applicable to such new place to which your services may be temporarily or permanently transferred. However, the compensation may be reviewed, subject to the sole discretion of the Company.

B) Responsibility

4. During your employment with the Company, you will be governed by Service Conditions more specifically stated in the Annexure I attached to this letter and other rules and regulations framed by the Management from time to time, which shall be applicable to you, and also by such legal provisions as may be applicable.
5. You are expected to give to the Company your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become, in our opinion, a hindrance to your performance.
6. You are, by virtue of employment with this Company, required to do all the work allied, ancillary related or incidental to the main job. Similarly, you may be asked to do any job within your competence depending upon the exigencies of the situation.
7. Your appointment is a full time job and you will not at any time engage, directly or indirectly, in any paid or honorary occupation or business outside the Company without obtaining prior written consent of the Company. You are not to interest yourself to do training on your own account without prior approval from the Company. Breach of any one of the conditions above will render you liable to termination of your employment without notice"

C) Training

8. In furtherance of your employment in this Company and for increasing and honing your skills, you may be required to be trained technically or otherwise. This may require the Company to provide training either in-house or send you for training outside the Company in India or abroad, on the terms and conditions as mutually agreed before the commencement of such training."

D) Termination/Separation

9. a) Eaton reserves the right to withhold or even rescind the offer to any candidate/s if such candidate/s fail to clear his final examination or found involved in any misconduct or in any illegal, immoral or unauthorized act/s or is/are found to be in non-compliance with any rules, guidelines, instructions etc. issued by Eaton from time to time.
b) The employment can be terminated by either of the parties by giving 2 months notice period in writing of its intention to do so. An employee is expected to serve the full duration of the notice period to facilitate proper hand over of responsibilities and complete any urgent projects on hand. In exceptional cases, based on Company's discretion, an employee may be permitted to be relieved earlier by tendering notice pay calculated as basic pay divided by 30 and multiplied by number of days of shortfall in notice period. The basic salary is defined as the first element of our existing salary structure

PERSONAL AND STRICTLY CONFIDENTIAL

July 12, 2022

To,
Rajat

Appointment Letter

Dear Rajat,

Please refer to your application and the subsequent interview you have had with us. We are pleased to appoint you as Participant - SCM in our Company. Please note that your appointment is subject to the terms and conditions contained in this letter and the policies of the Company, in force, and as amended, from time to time.

A) Appointment
Following are the details of your employment:
Designation : Participant - SCM
Salary Band : 95
Total Salary (Cost To Company) : 410,000

1. This appointment letter is valid upon joining the Company on or before July 18, 2022 after which it shall stand revoked.
2. Your salary, benefits, level/grade/ Band fitment, level of earnings within your group is absolutely personal to you which is purely based on your academic background, experience, potential and competence as assessed by the Company. As such comparison between individual employees is invidious. Such information is strictly confidential to you.
3. At present, you would be posted at Pune. However, your services are liable to be transferred to any other division, activity, geographical location, branch, group company, sister concern or subsidiary of this Company or any of its associates, presently in existence and operational or to be operational in future. In such an eventuality, you will be governed by the terms and conditions and the remunerations as applicable to such new place to which your services may be temporarily or permanently transferred. However, the compensation may be reviewed, subject to the sole discretion of the Company.

B) Responsibility
4. During your employment with the Company, you will be governed by Service Conditions more specifically stated in the Annexure I attached to this letter and other rules and regulations framed by the Management from time to time, which shall be applicable to you, and also by such legal provisions as may be applicable.
5. You are expected to give to the Company your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become, in our opinion, a hindrance to your performance.
6. You are, by virtue of employment with this Company, required to do all the work allied, ancillary related or incidental to the main job. Similarly, you may be asked to do any job within your competence depending upon the exigencies of the situation.
7. Your appointment is a full time job and you will not at any time engage, directly or indirectly, in any paid or honorary occupation or business outside the Company without obtaining prior written consent of the Company. You are not to interest yourself to do training on your own account without prior approval from the Company. Breach of any one of the conditions above will render you liable to termination of your employment without notice"

C) Training
8. In furtherance of your employment in this Company and for increasing and honing your skills, you may be required to be trained technically or otherwise. This may require the Company to provide training either in-house or send you for training outside the Company in India or abroad, on the terms and conditions as mutually agreed before the commencement of such training."

D) Termination/Separation
9. a) Eaton reserves the right to withhold or even rescind the offer to any candidate/s if such candidate/s fail to clear his final examination or found involved in any misconduct or in any illegal, immoral or unauthorized act/s or is/are found to be in non-compliance with any rules, guidelines, instructions etc. issued by Eaton from time to time.
b) The employment can be terminated by either of the parties by giving 2 months notice period in writing of its intention to do so. An employee is expected to serve the full duration of the notice period to facilitate proper hand over of responsibilities and complete any urgent projects on hand. In exceptional cases, based on Company's discretion, an employee may be permitted to be relieved earlier by tendering notice pay calculated as basic pay divided by 30 and multiplied by number of days of shortfall in notice period. The basic salary is defined as the first element of our existing salary structure
10. In the event of breach of any of the terms & conditions of your employment and/or service conditions and rules, the Company reserves the right to claim damages from you. The Company also reserves the right to terminate your services without giving notice.
11. Your appointment and employment will be subject to your being and remaining medically fit. It is necessary for you to get medically examined by the Medical Officer appointed by the Company as and when required by the Company. If at any stage, you are found to be unfit by the Medical Officer for the job currently being done by you, then you are liable to be terminated on medical grounds.
12. You will retire from the employment of this Company upon reaching the age of 60 years.
13. Your employment is substantially based on information, testimonial, documents submitted by you, which you were required to submit while joining the employment or may be called upon to do so subsequently. The Company shall be within its right to verify the correctness of such information at any time now or in future. If it is found at any stage that the information provided by you is incorrect or in case some information is suppressed, then the Company reserves the right to terminate your services without giving notice.
14. Your appointment is subject to favorable background screening check report. That the management shall terminate your services forthwith at its discretion in case there is any adverse report while checking the background or in case any information is concealed or is found to be false or misleading. So also your services are liable to be terminated without notice in case while in employment you are involved in any act of moral turpitude
15. You will be solely responsible for the Company property assigned to you to discharge your duties.
Loss of any of the items would be recovered from you, as the Company may deem appropriate. On ceasing to be in the employment of this Company for any reason, you will promptly settle all the accounts including the return of all Company properties, tools, equipments, documents, etc. without making or retaining any copies.

E) General
You are requested to affix your signature on the duplicate of this letter and annexure I & II confirming your acceptance of the terms and conditions of employment and return it to Human Resources. We take pleasure in welcoming you to our organisation and looking forward to a long association with the Company. Welcome to Eaton India.
Thanking You,

For Eaton Technologies Private Limited
Shiju John
Manager-Human Resource Corporate & Services

I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on or before DOJ.

Sign: 
Rajat Rajagopalan Nair

ANNEXURE I

SERVICE CONDITIONS

- The Company is engaged in providing services to its principals and customers mainly having their activities in US, Europe and Asia Pacific. It is just and necessary to keep the operations in tandem with the needs of the principals & customers. Having regard to the nature of Company's business, it is critical to have such working hours, vacations (leaves) and holidays as would overlap with that of the principal and customers. The operations shall remain closed on Saturday, Sunday and other holiday as specified in the list of holidays.
- There shall be exceptions and flexibility with respect to working hours, vacations (leaves) and holidays for accommodating needs of internal/external customers and project needs and for those who are interfacing with the customers.
- Your working hours shall be flexible. You may be required to work in shifts as per the exigencies of work. The management shall have the sole right to change your working hours as per the exigencies of work. Similarly your weekly off's shall also be flexible and shall be subject to change as per the exigencies of work.
- You will be entitled for leaves as per the company leave policy.
- On joining the Company, a formal agreement to the effect of non-disclosure and protection of Company's confidential information and intellectual property etc., shall be executed by you. Without the prior consent of the Company in writing during the continuance of your employment, you shall not publish or cause to be published any publication or contribute any article or review to any newspaper, magazine or other publication whether for remuneration or otherwise on a subject in any way related to or concerning the Company's business, services, products, strategies or policies.
- If, during the period of employment with us, you accomplish any inventions, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and exploit such improvement, and such rights shall stand to be automatically transferred to the Company for the purpose of seeking any patent rights in respect thereof or for any other purpose. All the systems or projects developed by you during the period of employment will be the exclusive property of the Company.
- You are to treat as strictly confidential the affairs of the Company and its customers of which you may be cognizant, particularly the products, quotations, specifications, trade secrets, systems, procedures or other policy information
- During the period of your employment with the Company, you shall at all times observe secrecy in respect of any information of whatever nature be it technical, trade, business data, information or systems, existing programme or programmes developed, software, inventions made by you or any other employee of the Company, which you may acquire or which may come to your knowledge during the currency of your employment. You shall not disclose the same to anybody except a Company's Officer authorized in that behalf, you shall not disclose the same to anyone even after you cease to be in our employment.
- You shall assign the right and interest in any invention, improvement, design, software development or drawing made by you solely or in a group while in employment, and you shall perform all such acts, execute documents without any consideration, for securing the patent, design, copyright or trade mark or such or any other right or create title in the name of the Company, in relation to any product, service arising out of invention, improvement or development as stated above.
- You shall always endeavor to upgrade your skills, knowledge, and expertise from time to time and shall not refuse to undergo any training or programme undertaken by Company or as directed by the Company for improvement or up gradation of skills, services performance or such other things necessary for the growth of the Company.
- Upon leaving the employment you shall return to the Company forthwith all the property, documents drawings, designs, programmes, data in whatever form, hardware, software, records, etc belonging to the Company or its associates, subsidiary, clients, or customers
- If at any time, whether during or after your association with us, any dispute arises between you and/or your legal heirs and representative on the one hand and ourselves and/or our assignees and/or successors on the other, whether regarding interpretation and/or legal effect of all or any of the terms of this agreement and/or whether or not any breach of it was or is committed by either of us and whether or not the said agreement or any of its terms are reasonable and/or regarding nature, type, extent and/or quantum of relief, all and every one of them shall be settled by Conciliation and Binding Arbitration at Pune/Delhi under the Indian Arbitration & conciliation act 1996 by the sole arbitrator appointed by the company having jurisdiction at Pune, and further that you shall not be entitled to take any of the disputes to any other place and/or to any Civil Court.
- All the correspondence, communications by the Company hereinafter shall be made either personally at work place or at the residential address given by you, at any one of the places at the discretion and convenience of the Company. Should you change your residence, you shall forthwith inform the address in writing to the Company.

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

Sign: 
Rajat Rajagopalan Nair

**Annexure II
AGREEMENT CONCERNING EMPLOYEE INVENTIONS, INTELLECTUAL PROPERTY
PERSONAL DATA AND CONFIDENTIAL INFORMATION**


In consideration of my employment, the continuation of my employment and/or other consideration I have received or will receive in connection with my employment by **Eaton Technologies Private Limited** or any of its affiliates, including subsidiaries, partnerships or entities heretofore or hereafter controlling, controlled by, or under common control with it (collectively "**Eaton**") I hereby:

- Agree that I will promptly make full written disclosure to Eaton, will hold in trust for the sole right and benefit of Eaton, and hereby irrevocably and perpetually assign, relinquish, surrender, and agree to irrevocably and perpetually assign, relinquish, surrender, to and in favour of Eaton, or its designee, my entire right, title and interest throughout the world in and to any and all inventions, works, original works of authorship, developments, concepts, know-how, improvements, trademarks, domain names or trade secrets, whether or not registered, patentable or registrable under patent, trademark, copyright or similar laws, that I may solely or jointly conceive or develop or reduce to practice or fix in a tangible medium, or cause to be conceived or developed or reduced to practice or fixed in a tangible medium or otherwise, within the scope of and during the period of time of my employment with Eaton (collectively referred to as "Intellectual Property"). I further acknowledge and agree that all Intellectual Property which is developed by me (solely or jointly with others) within the scope of and during the period of my employment with the company is a "work made for hire" (to the greatest extent permitted by applicable law) and is sufficiently compensated by my salary. Eaton shall at all times be the sole and exclusive owner of such Intellectual Property and I hereby disclaim any and all claim/s or rights in the same.
I understand, acknowledge and agree that any assignment or release of such work can be made only by **Eaton**, and to the extent permitted by law, I hereby waive any and all of my moral rights in such work in favor of **Eaton** for all purposes and for the full term of any such rights. I will do everything necessary to enable **Eaton** to protect its rights in such work. All such discoveries, inventions, improvements and expressions of ideas shall be the property of **Eaton** exclusively.
- I hereby agree to promptly execute applications, registrations, assignments and other papers related to the above mentioned Intellectual Property as may be desired by **Eaton**, whether or not I am then in the employment of **Eaton**, in order to secure, perfect, fully protect and preserve for **Eaton** all right, title and interest in such discoveries, inventions, improvements and expressions of ideas and to obtain Letters Patent or registrations therefor in the United States and / or any other jurisdictions. I further agree to give testimony as to facts within my knowledge in connection with any such discoveries, inventions, improvements and expressions of ideas, or any litigation or controversy related thereto, it being understood that **Eaton** shall bear all reasonable expenses in connection with the foregoing. During the course of my employment, I will maintain records and render assistance as required by **Eaton** in connection with the objectives described in this clause.
- I hereby Agree to not disclose, misappropriate or use at any time either during or subsequent to my employment, except as required as a part of my duties towards **Eaton under this employment**, any trade secrets, confidential information of **Eaton or its employees** or confidential information which has been entrusted to me by **Eaton** and which I have learned of or become privy to in the course of my employment, whether or not developed by me..
- I understand, acknowledge and agree that my personal data and / or sensitive personal data will be collected, processed and used by Eaton for the following purposes and Eaton may disclose/ transfer my personal data and / or sensitive personal data to third parties where necessary for the following purposes including but not limited to : (a) performing obligations under or in connection with my contract of employment with Eaton, including but not limited to payment of remuneration and tax; (b) any and all administrative and human resources related matters within the organisation, including administering payroll, granting access to Eaton's premises and computer systems, processing leave applications, administering my insurance and other benefits, processing my claims and expenses, investigating any acts or defaults (or suspected acts or defaults) and developing human resource policies; (c) managing and terminating my employment relationship with Eaton, including but not limited to monitoring my internet access and my use of Eaton's intranet email to investigate potential contraventions of Eaton's internal or external compliance policies / regulations, and resolving any employment related grievances; (d) assessing and evaluating my suitability for employment / appointment or continued employment/ appointment in any position within the organisation; (e) ensuring business continuity for Eaton in the event that my employment with Eaton is or will be terminated; (f) performing obligations under or in connection with the provision of Eaton's goods or services to its clients; (g) for facilitating any proposed or confirmed merger, acquisition or business asset transaction involving any part of Eaton's organisation / business, or corporate restructuring process etc. and (h) for facilitating Eaton's compliance with any laws, customs and regulations as may be applicable;

I hereby give my voluntary and unconditional consent and permission to Eaton for the collection, processing, use and disclosure / transfer of my personal data and / or sensitive personal data as mentioned above

- Agree to deliver to **Eaton** upon termination of my employment or at any other time upon the request of **Eaton** all property of **Eaton** including all written materials and other tangible objects, including copies, made or compiled by me or made available to me in the course of my employment.

This agreement shall be assignable and transferable by Eaton to any of its successors and/or assigns.

Executed at: Pune
This 13th of July, 2022 Employee Name: Rajat Nair
Day Month Year Print or Type
Hire Date: Employee Signature 
Witness Name: Rajagopalan Nair Witness Signature Rajagopalan Nair

| | | |
|--|---|--|
| Name: | Riddhi Mantri | |
| Designation: | Trainee-Finance | |
| Salary Band | SB95 | |
| Compensation Break Up | | |
| Cost to Company p.a. | 410,000 | |
| Components | Annual | Monthly |
| Basic Salary | ██████████ | ██████████ |
| House Rent Allowance | ██████████ | ██████████ |
| Education Allowance | ██████████ | ██████████ |
| Bonus / Ex-gratia* | ██████████ | ██████████ |
| Flexible Reimbursement Basket (FRB)** | ██████████ | ██████████ |
| Retirals | | |
| Gratuity | ██████████ | ██████████ |
| Provident Fund (employer's contribution) | ██████████ | ██████████ |
| Subtotal Retirals | ██████████ | ██████████ |
| Cost to Company p.a. | 410,000 | 34,167 |
| <p>* Bonus (if applicable) shall be payable as per Payment of Bonus Act, amount over and above statutory bonus shall be paid as Ex-gratia</p> <p>** Flexible Reimbursement Basket (FRB): The flexible reimbursement basket can be broken down into following components. The break up would undergo change based on individual choice and applicable entitlements as per respective policies. Remainder of FRB (if any) will be termed as "Other Allowance" and will be paid as fixed component through payroll.</p> <ol style="list-style-type: none"> 1. Lease Rental, Fuel & Maintenance and Driver's salary Reimbursement as per lease vehicle policy OR 2. Fuel & Maintenance and Driver's salary Reimbursement as per own vehicle policy OR 3. Transport facility 4. Phone Reimbursement 5. Leave Travel Allowance 6. Professional Development Allowance 7. Uniform Allowance (as applicable) 8. Optional Retirement benefits (Superannuation & NPS) | | |
| Other Employment Benefits | Core Benefits | Flexible benefits options |
| Mediclaime Hospitalisation (family Floater, max 5 dependents) | Rs. 4 Lakh p.a. family floater | Upgrade / Downgrade sum insured and dependents as per flex rules either through points or salary deduction |
| Personal Accident Coverage (only for employee) - Comprehensive coverage | 3 times annual CTC | Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction |
| Group Term Life Insurance (only for employee, covering natural death & critical illness) | 20 lacs or 2 times CTC, whichever is higher | NA |
| Enhanced health check up (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Gym Membership reimbursement (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Meal Coupons | As applicable | As applicable |
| *Company reserves the right to restructure the salary and allowance components in your compensation without affecting the CTC | | |

Shiju John
Manager-Human Resource Corporate & Services

Riddhi Mantri

| | | |
|--|---|--|
| Name: | Saloni Rajarampatil | |
| Designation: | Trainee-Finance | |
| Salary Band | SB95 | |
| Compensation Break Up | | |
| Cost to Company p.a. | 410,000 | |
| Components | Annual | Monthly |
| Basic Salary | ██████████ | ██████████ |
| House Rent Allowance | ██████████ | ██████████ |
| Education Allowance | ██████████ | ██████████ |
| Bonus / Ex-gratia* | ██████████ | ██████████ |
| Flexible Reimbursement Basket (FRB)** | ██████████ | ██████████ |
| Retirals | | |
| Gratuity | ██████████ | ██████████ |
| Provident Fund (employer's contribution) | ██████████ | ██████████ |
| Subtotal Retirals | ██████████ | ██████████ |
| Cost to Company p.a. | 410,000 | 34,167 |
| <p>* Bonus (if applicable) shall be payable as per Payment of Bonus Act, amount over and above statutory bonus shall be paid as Ex-gratia</p> <p>** Flexible Reimbursement Basket (FRB): The flexible reimbursement basket can be broken down into following components. The break up would undergo change based on individual choice and applicable entitlements as per respective policies. Remainder of FRB (if any) will be termed as "Other Allowance" and will be paid as fixed component through payroll.</p> <ol style="list-style-type: none"> 1. Lease Rental, Fuel & Maintenance and Driver's salary Reimbursement as per lease vehicle policy OR 2. Fuel & Maintenance and Driver's salary Reimbursement as per own vehicle policy OR 3. Transport facility 4. Phone Reimbursement 5. Leave Travel Allowance 6. Professional Development Allowance 7. Uniform Allowance (as applicable) 8. Optional Retirement benefits (Superannuation & NPS) | | |
| Other Employment Benefits | Core Benefits | Flexible benefits options |
| Mediclaime Hospitalisation (family Floater, max 5 dependents) | Rs. 4 Lakh p.a. family floater | Upgrade / Downgrade sum insured and dependents as per flex rules either through points or salary deduction |
| Personal Accident Coverage (only for employee) - Comprehensive coverage | 3 times annual CTC | Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction |
| Group Term Life Insurance (only for employee, covering natural death & critical illness) | 20 lacs or 2 times CTC, whichever is higher | NA |
| Enhanced health check up (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Gym Membership reimbursement (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Meal Coupons | As applicable | As applicable |
| *Company reserves the right to restructure the salary and allowance components in your compensation without affecting the CTC | | |

Shiju John
Manager-Human Resource Corporate & Services

Saloni Rajarampatil

**PERSONAL AND STRICTLY CONFIDENTIAL**

August 30, 2022

To,

Sania

Appointment Letter

Dear Sania,

Please refer to your application and the subsequent interview you have had with us. We are pleased to appoint you as Trainee-Finance in our Company. Please note that your appointment is subject to the terms and conditions contained in this letter and the policies of the Company, in force, and as amended, from time to time.

A) Appointment

Following are the details of your employment:

Designation : Trainee-Finance

Salary Band : 95

Total Salary (Cost To Company) : 410,000

1. This appointment letter is valid upon joining the Company on or before September 5, 2022 after which it shall stand revoked.
2. Your salary, benefits, level/grade/ Band fitment, level of earnings within your group is absolutely personal to you which is purely based on your academic background, experience, potential and competence as assessed by the Company. As such comparison between individual employees is invidious. Such information is strictly confidential to you.
3. At present, you would be posted at Pune. However, your services are liable to be transferred to any other division, activity, geographical location, branch, group company, sister concern or subsidiary of this Company or any of its associates, presently in existence and operational or to be operational in future. In such an eventuality, you will be governed by the terms and conditions and the remunerations as applicable to such new place to which your services may be temporarily or permanently transferred. However, the compensation may be reviewed, subject to the sole discretion of the Company.

B) Responsibility

4. During your employment with the Company, you will be governed by Service Conditions more specifically stated in the Annexure I attached to this letter and other rules and regulations framed by the Management from time to time, which shall be applicable to you, and also by such legal provisions as may be applicable.
5. You are expected to give to the Company your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become, in our opinion, a hindrance to your performance.
6. You are, by virtue of employment with this Company, required to do all the work allied, ancillary related or incidental to the main job. Similarly, you may be asked to do any job within your competence depending upon the exigencies of the situation.
7. Your appointment is a full time job and you will not at any time engage, directly or indirectly, in any paid or honorary occupation or business outside the Company without obtaining prior written consent of the Company. You are not to interest yourself to do training on your own account without prior approval from the Company. Breach of any one of the conditions above will render you liable to termination of your employment without notice." **C) Training**
8. In furtherance of your employment in this Company and for increasing and honing your skills, you may be required to be trained technically or otherwise. This may require the Company to provide training either in-house or send you for training outside the Company in India or abroad, on the terms and conditions as mutually agreed before the commencement of such training." **D) Termination/Separation**
9. a) Eaton reserves the right to withhold or even rescind the offer to any candidate/s if such candidate/s fail to clear his final examination or found involved in any misconduct or in any illegal, immoral or unauthorized act/s or is/are found to be in non-compliance with any rules, guidelines, instructions etc. issued by Eaton from time to time.

| | | |
|--|---|--|
| Name: | Siddhant Sharma | |
| Designation: | Trainee | |
| Salary Band | SB95 | |
| Compensation Break Up | | |
| Cost to Company p.a. | | 410,000 |
| Components | Annual | Monthly |
| Basic Salary | ██████████ | ██████████ |
| House Rent Allowance | ██████████ | ██████████ |
| Education Allowance | ██████████ | ██████████ |
| Bonus / Ex-gratia* | ██████████ | ██████████ |
| Flexible Reimbursement Basket (FRB)** | ██████████ | ██████████ |
| Retirals | | |
| Gratuity | ██████████ | ██████████ |
| Provident Fund (employer's contribution) | ██████████ | ██████████ |
| Subtotal Retirals | ██████████ | ██████████ |
| Cost to Company p.a. | 410,000 | 34,167 |
| <p>* Bonus (if applicable) shall be payable as per Payment of Bonus Act, amount over and above statutory bonus shall be paid as Ex-gratia</p> <p>** Flexible Reimbursement Basket (FRB): The flexible reimbursement basket can be broken down into following components. The break up would undergo change based on individual choice and applicable entitlements as per respective policies. Remainder of FRB (if any) will be termed as "Other Allowance" and will be paid as fixed component through payroll.</p> <ol style="list-style-type: none"> 1. Lease Rental, Fuel & Maintenance and Driver's salary Reimbursement as per lease vehicle policy OR 2. Fuel & Maintenance and Driver's salary Reimbursement as per own vehicle policy OR 3. Transport facility 4. Phone Reimbursement 5. Leave Travel Allowance 6. Professional Development Allowance 7. Uniform Allowance (as applicable) 8. Optional Retirement benefits (Superannuation & NPS) | | |
| Other Employment Benefits | Core Benefits | Flexible benefits options |
| Mediclaime Hospitalisation (family Floater, max 5 dependents) | Rs. 4 Lakh p.a. family floater | Upgrade / Downgrade sum insured and dependents as per flex rules either through points or salary deduction |
| Personal Accident Coverage (only for employee) - Comprehensive coverage | 3 times annual CTC | Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction |
| Group Term Life Insurance (only for employee, covering natural death & critical illness) | 20 lacs or 2 times CTC, whichever is higher | NA |
| Enhanced health check up (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Gym Membership reimbursement (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Meal Coupons | As applicable | As applicable |
| *Company reserves the right to restructure the salary and allowance components in your compensation without affecting the CTC | | |

Shiju John
Manager-Human Resource Corporate & Services

Siddhant Sharma

| | | |
|--|---|--|
| Name: | Suyash Lad | |
| Designation: | Trainee- Finance | |
| Salary Band | SB95 | |
| Compensation Break Up | | |
| Cost to Company p.a. | | 410,000 |
| Components | Annual | Monthly |
| Basic Salary | ██████████ | ██████████ |
| House Rent Allowance | ██████████ | ██████████ |
| Education Allowance | ██████████ | ██████████ |
| Bonus / Ex-gratia* | ██████████ | ██████████ |
| Flexible Reimbursement Basket (FRB)** | ██████████ | ██████████ |
| Retirals | | |
| Gratuity | ██████████ | ██████████ |
| Provident Fund (employer's contribution) | ██████████ | ██████████ |
| Subtotal Retirals | ██████████ | ██████████ |
| Cost to Company p.a. | 410,000 | 34,167 |
| <p>* Bonus (if applicable) shall be payable as per Payment of Bonus Act, amount over and above statutory bonus shall be paid as Ex-gratia</p> <p>** Flexible Reimbursement Basket (FRB): The flexible reimbursement basket can be broken down into following components. The break up would undergo change based on individual choice and applicable entitlements as per respective policies. Remainder of FRB (if any) will be termed as "Other Allowance" and will be paid as fixed component through payroll.</p> <ol style="list-style-type: none"> 1. Lease Rental, Fuel & Maintenance and Driver's salary Reimbursement as per lease vehicle policy OR 2. Fuel & Maintenance and Driver's salary Reimbursement as per own vehicle policy OR 3. Transport facility 4. Phone Reimbursement 5. Leave Travel Allowance 6. Professional Development Allowance 7. Uniform Allowance (as applicable) 8. Optional Retirement benefits (Superannuation & NPS) | | |
| Other Employment Benefits | Core Benefits | Flexible benefits options |
| Mediclaime Hospitalisation (family Floater, max 5 dependents) | Rs. 4 Lakh p.a. family floater | Upgrade / Downgrade sum insured and dependents as per flex rules either through points or salary deduction |
| Personal Accident Coverage (only for employee) - Comprehensive coverage | 3 times annual CTC | Option to enhance upto 2.5 times CTC as per flex rules either through points or salary deduction |
| Group Term Life Insurance (only for employee, covering natural death & critical illness) | 20 lacs or 2 times CTC, whichever is higher | NA |
| Enhanced health check up (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Gym Membership reimbursement (self and dependent family members) | NA | Allocate only through unused flex point, paid as taxable reimbursement over and above CTC as per policy |
| Meal Coupons | As applicable | As applicable |
| *Company reserves the right to restructure the salary and allowance components in your compensation without affecting the CTC | | |

Shiju John
Manager-Human Resource Corporate & Services

Suyash Lad

Mr. Ankit Dineshrao Pathak

Skillate ID : 4823764

**House no.69, Bajaj nagar,
Near ravindra
Primary school
, NANDED WAGHALA
Maharashtra, 431605**

Offer Letter

Dear Ankit,

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our **Financial Markets Vertical**. Details of the terms & conditions of offer are as under:

1. You will be designated as **Senior Analyst** and your initial place of posting will be **Pune**.
2. Your office address will be eClerx Services Limited, Block No.1, 5th Floor, Quadron Business Park Limited, Rajiv Gandhi Infotech Park, Plot N. 28 Hinjewadi Phase II, Pune – 411057, Maharashtra, India.
3. You will be required to work for five days a week and have two days of leave at any time during the week Your weekly leaves as well as your shift timings will be conveyed to you by your manager, basis the roster for the program / process you are assigned to.
4. Your date of commencement of employment will be on or before **July 26, 2022** .
5. Your Cost to the Company will be **INR 382,320** (As per the enclosed Annexure).
6. Deductions applicable: PF / Professional Tax / Income Tax / Transport (As applicable).
7. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1,400** will be deductible from your net monthly salary every month.
8. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
9. You will be on probation for a period of three months from the date of joining. Upon successfully completing the probationary period, your employment is terminable with 60 Days' notice, with notice being provided by either you or the company.
10. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
11. Successful completion of these training and probation period is critical for confirmation of your employment.
12. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
13. You are hereby informed that on the day of joining you will have to undergo drug tests pursuant of policies and procedures established by or as may be deemed fit, from time to time, by the Company / client(s) for whose processes you will be working for (i.e. if any). By signing this offer letter, you give irrevocable consent to the Company / its affiliates / officers and employees / Company's client(s), their affiliated companies, agents and officers etc., to conduct / arrange to conduct such test(s) and also release the aforesaid persons/entities of any claims, which you may have in this regard. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. Should the reports of such testing be positive, the organisation withholds the right to initiate suitable action, including termination of services, against you.
14. You may need to undergo specific / designated trainings as a part of your employment. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product know-how, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.

Ms. Pranali Raju Sudhyala

Skillate ID : 4823758

B-88/6, supper, Indiranagar Bibewadi,pune-37
, Pune
Maharashtra, 411037

Offer Letter

Dear Pranali,

Based on the interview and discussions you had with us, we are pleased to offer you an employment in our **Financial Markets Vertical**. Details of the terms & conditions of offer are as under:

1. You will be designated as **Senior Analyst** and your initial place of posting will be **Pune**.
2. Your office address will be eClerx Services Limited, Block No.1, 5th Floor, Quadron Business Park Limited, Rajiv Gandhi Infotech Park, Plot N. 28 Hinjewadi Phase II, Pune – 411057, Maharashtra, India.
3. You will be required to work for five days a week and have two days of leave at any time during the week Your weekly leaves as well as your shift timings will be conveyed to you by your manager, basis the roster for the program / process you are assigned to.
4. Your date of commencement of employment will be on or before **July 26, 2022** .
5. Your Cost to the Company will be **INR 382,320** (As per the enclosed Annexure).
6. Deductions applicable: PF / Professional Tax / Income Tax / Transport (As applicable).
7. eClerx offers subsidized transport to employees. Should you wish to avail the same, an amount of **INR 1,400** will be deductible from your net monthly salary every month.
8. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
9. You will be on probation for a period of three months from the date of joining. Upon successfully completing the probationary period, your employment is terminable with 60 Days' notice, with notice being provided by either you or the company.
10. During the probation period, you may need to undergo specific / designated trainings as a part of your employment.
11. Successful completion of these training and probation period is critical for confirmation of your employment.
12. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
13. You are hereby informed that on the day of joining you will have to undergo drug tests pursuant of policies and procedures established by or as may be deemed fit, from time to time, by the Company / client(s) for whose processes you will be working for (i.e. if any). By signing this offer letter, you give irrevocable consent to the Company / its affiliates / officers and employees / Company's client(s), their affiliated companies, agents and officers etc., to conduct / arrange to conduct such test(s) and also release the aforesaid persons/entities of any claims, which you may have in this regard. You may be required to undergo tests for substance abuse as and when deemed necessary by the organisation. Should the reports of such testing be positive, the organisation withholds the right to initiate suitable action, including termination of services, against you.
14. You may need to undergo specific / designated trainings as a part of your employment. Such trainings are aimed to present an opportunity to expand your knowledge base, enhance your domain and product know-how, and equip you for effective execution of all your job responsibilities. Some of the specialized trainings will require a commitment of significant investment by eClerx as well as the employee. In such cases, you will be required to enter into a retention agreement with us. The details of such developments will be made available to you before the commencement of any such training.
15. The offer is made to you subject to the following pre-conditions without fulfilling which your offer may be treated as null and void:



Electronica Finsmart Solutions Pvt. Ltd.

Plot No. 5, Sahajanand Society,
Kothrud, Pune – 411038

■ Tel.: +91 9922918622 ■ www.finsmart.co.in

■ Email : info@finsmart.co.in

■ CIN : U74120PN2007PTC129476

Date: **10th December' 2022**

Our Reference:-FS004

To,

Ms. Shweta Katkar

Flat No. 201, Building D-3,

Shivsagar City, Phase 1,

Suncity Road, Anandnagar,

Pune-411051.

Dear **Ms. Shweta**,

This has reference to your interest in taking up an Internship with Finsmart and our subsequent meetings.

It gives me great pleasure to invite you to be a part of Finsmart team in India. You would join as part of **US Accounting Team** and will be responsible to deliver on the Projects as will be discussed with you during your tenure of Internship. Finsmart comprises of talented professionals who would be keen on welcoming you onboard.

Your Designation, Reporting and Tenure is as below :

Designation : Trainee-US Accounting

Reporting to : Team Leader-US Accounting

Tenure : 3 months

Joining Date:- 13th December'2022

Reporting Time- 12:30pm



Date: July 21, 2022

**Priyanka Lala
#102,
Nightingale A,
Raheja woods,
Kalyaninagar
Pune - 411006**

Dear Priyanka,

We have the pleasure of offering you an appointment as a '**Trainee**' with effect from **July 25, 2022**, in the company on the following terms and conditions:

1. You are being employed as '**Trainee**', to work in the fields of production, documentation, servicing, and maintenance of software and software applications. The Company will produce software products and applications of international standards for international clients.
2. During your service with the company, you will diligently and faithfully serve the Company in such capacity aforesaid.
3. For six months of training, you will be provided with accommodation (if required by you) and a stipend of **Rs. 10,000/-** per month.
4. You may at any time be called upon to perform other than your normal duties, which in the opinion of the Company are within your capacity to discharge, and you will forthwith undertake to discharge these duties with care and diligence.
5. During your employment and thereafter, you will keep all secrets and will not divulge to any person, firm or Company whatsoever (other than to the Directors or partners of the Company or their authorized representatives or except under legal duress) confidential information of any description acquired by you while in our service concerning the process of manufacture, business practices or affairs of the Company or any of its associates, or their customers or suppliers.
6. You will not, during the continuance of your contract, undertake or carry on, either alone or in partnership, nor be directly or indirectly employed or concerned with as a principal-agent, or otherwise in any business, trade or profession whatsoever. You will fully devote your time and attention to your duties with us.
7. From day 1, you commit to work at Extentia for a period of 24 months. You will be onboarded as a fresher and based on your performance we will absorb you as a permanent employee. For the initial 6 months, you will be working as a Trainee and as you get converted into the permanent position your CTC will range from **3.60 to 5.50 lakhs per annum** depending on your performance feedback. If you resign within 24 months, you would be expected to pay Extentia a sum of **Rs. 1,00,000** only towards ending your commitment to Extentia and serving a notice period of 3 months.

EXTENTIA INFORMATION TECHNOLOGY PVT. LTD.

CIN: U72400PN1998PTC013061 | contactus@extentia.com | www.extentia.com

Registered Office

Extentia House, Lane E, North Main Road
Koregaon Park, Pune 411001, Maharashtra, India
Phone: +91-20-67285300 Fax: +91-20-26153104

Corporate Headquarters

Extentia Tower, Road 12, Kalyani Nagar
Pune 411006, Maharashtra, India
Phone: +91-20-67285200



Date: July 21, 2022

**Siddhant Kudale
#425/42,
Prasad Apartment,
TMV colony,
Mukundnagar,
Pune - 411037**

Dear Siddhant,

We have the pleasure of offering you an appointment as a '**Trainee**' with effect from **August 1, 2022**, in the company on the following terms and conditions:

1. You are being employed as a '**Trainee**', to work in the fields of production, documentation, servicing, and maintenance of software and software applications. The Company will produce software products and applications of international standards for international clients.
2. During your service with the company, you will diligently and faithfully serve the Company in such capacity aforesaid.
3. For six months of training, you will be provided with accommodation (if required by you) and a stipend of **Rs. 10,000/-** per month.
4. You may at any time be called upon to perform other than your normal duties, which in the opinion of the Company are within your capacity to discharge, and you will forthwith undertake to discharge these duties with care and diligence.
5. During your employment and thereafter, you will keep all secrets and will not divulge to any person, firm or Company whatsoever (other than to the Directors or partners of the Company or their authorized representatives or except under legal duress) confidential information of any description acquired by you while in our service concerning the process of manufacture, business practices or affairs of the Company or any of its associates, or their customers or suppliers.
6. You will not, during the continuance of your contract, undertake or carry on, either alone or in partnership, nor be directly or indirectly employed or concerned with as a principal-agent, or otherwise in any business, trade or profession whatsoever. You will fully devote your time and attention to your duties with us.
7. From day 1, you commit to work at Extentia for a period of 24 months. You will be onboarded as a fresher and based on your performance we will absorb you as a permanent employee. For the initial 6 months, you will be working as a Trainee and as you get converted into the permanent position your CTC will range from **3.60 to 5.50 lakhs per annum** depending on your performance feedback. If you resign within 24 months, you would be expected to pay Extentia a sum of **Rs. 1,00,000** only towards ending your commitment to Extentia and serving a notice period of 3 months.

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CIN: U72400PN1998PTC013061 | contactus@extentia.com | www.extentia.com

Registered Office

Extentia House, Lane E, North Main Road
Koregaon Park, Pune 411001, Maharashtra, India
Phone: +91-20-67285300 Fax: +91-20-26153104

Corporate Headquarters

Extentia Tower, Road 12, Kalyani Nagar
Pune 411006, Maharashtra, India
Phone: +91-20-67285200

13 June 2022

Mr. Abhishek Tiwari
RZ-444C, NITAM NIWAS, RAJ NAGAR PART 2
PALAM COLONY, New Delhi, 110077

Your appointment as Analyst in Business Consulting Risk

Dear Abhishek,

With reference to your application and the subsequent interview(s) you have had with us, we are pleased to confirm your appointment for the above position in **Ernst & Young LLP** subject to the following terms and conditions. Further, we understand that you have appeared / will be appearing for Final exams. This appointment is subject to you clearing said exams. In case you are unsuccessful this appointment will automatically be void.

1. Job Title

You shall be designated as **Analyst** in Band **6**.

The designation and band are for reference only and do not entitle you to any benefit other than as has been specified in this letter, or intimated to you in writing in respect, thereof. The Management retains the right at all times to change / modify / amend the titles/ designations or to rearrange the band structure, which may impact the above fact.

2. Annual compensation

- a. Your annual compensation including benefits, allowances, and perquisites, if any, payable by the Firm is **INR 4,50,000 per annum (Rupees Four Lakh Fifty Thousand Only)** only). A typical break up is provided as an Illustration in Annexure A to this Agreement.
- b. Besides this you will be eligible for Gratuity as per Payment of Gratuity Act, 1972. You may note that as per the Act provisions there is an upper limit of 20 Lakh.
- c. Your compensation will be subject to income tax as per the provisions of the Income Tax Act, 1961.

3. Date of joining

As agreed, you shall join the services of the Firm on **20 June 2022**.

4. Probation

You shall be on probation for a period of (6) months from your date of joining, the period of which may be further extended at the discretion of the Management. After completion of the probation period and subject to your performance your appointment shall be confirmed in writing.

HR-TAD/Rec/Campus/2022-23

10 May 2022

Satyama Hanumant Jetthy,
Candidate ID: 80605
BBA
Brihan Maharashtra College of Commerce, Pune

Dear Sir/ Madam,

Sub: Empanelment to the post of Associate in Non-Officer (Clerical) Cadre for Branch Banking Role

Hearty Congratulations...!

We are happy to inform you that you have come out successful in the recruitment process conducted on 11/04/2022 for the post of Associate in Non-Officer (Clerical) Cadre for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Associate in Non-Officer (Clerical) Cadre for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be canceled at any stage, without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of 6 months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately..

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,

Vice President (HR)

HR-TAD/Rec/Campus/2022-23

09 May 2022

Vidhi Dhawle,
Candidate ID: 78507
B.COM
Brihan Maharashtra College of Commerce, Pune

Dear Sir/ Madam,

Sub: Empanelment to the post of Associate in Non-Officer (Clerical) Cadre for Branch Banking Role

Hearty Congratulations...!

We are happy to inform you that you have come out successful in the recruitment process conducted on 11/04/2022 for the post of Associate in Non-Officer (Clerical) Cadre for Branch Banking Role. Accordingly, you are provisionally empanelled for absorption in Bank's service as Associate in Non-Officer (Clerical) Cadre for Branch Banking Role subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled at any stage, without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of 6 months from the date of joining and is expected to execute a Service Level Agreement for minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately..

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,

Vice President (HR)



FIDEL SOFTECH PVT. LTD

Personal and Confidential

Employment Offer Letter

Date: 29th November 2021

Dear Priyanka Bansode,

Congratulations upon your selection and choosing Fidel Softech Pvt. Ltd. as your career choice!

We welcome you to the Fidel! We are pleased to offer you the position of **'Project Coordinator'** with us at our Pune office. The work Life at Fidel Softech is all about exciting new challenges and innovations. 'The New Assignment', 'The Office', 'The Culture' and 'Colleagues', await you. We invite you to be a part of Fidel Softech to make it even better place. The following are the Terms and Conditions of the offer.

This offer cum appointment letter has following terms and conditions applicable to you, with effect from **29th November 2021**

Your all-inclusive compensation will be **INR 220,000 per annum (Two lakh Twenty Thousand Per Annum)**. The salary breakup is attached as Annexure B. The offer cum appointment letter is valid, subject to you clearing pre-employment medical checkup and background verification process.

| | | |
|------------------------|---|---|
| Day and Date of | - | Monday, November 29 2021 |
| Reporting Time | - | 10:00 AM |
| Dress Code | - | Business formals |
| Venue | - | Fidel Softech Pvt Ltd, Kalyani Nagar |

Documents to be brought at the date of joining (Original documents to be brought for verification purpose only)

- 1) All Educational Certificates in original and 1 copy each.
- 2) Appointment letter, Relieving letter, experience certificate and salary certificate from last employer in original and 1 copy each
- 3) Provident fund number (if applicable)
- 4) Aadhar card in original and 1 copy
- 5) PAN Card Original and a copy
- 6) Contact details of previous employer – Address, phone, name and email ID of the contact person
- 7) 2 passport size photographs of self
- 8) Pre-employment medical checkup report
- 9) Salary bank account details – a canceled cheque

Company will initiate a background verification process and reserves the right to revoke/terminate the offer if a candidate does not clear the background verification check.



FinDestination

Destination For All Your Finance Needs

Miss. Anju Ghodeswar,

Sai Krupa, Pulgaon

442302

Date: 26/07/2022

Dear Anju,

With reference to your interview dated 19.07.2022. We are pleased to offer you the position of **Business Development Executive** in our organization.

Your joining date is confirmed at 25.07.2022 as per the following terms and condition.

- You are entitled to monthly CTC of 20000 INR.
- You agree to comply with terms and conditions of Appointment.
- You agree to submit with us a signed copy of Marksheet, Pan Card, Adhar Card as well as Passport size Photograph and also bring the originals for verifications.

This is a Full time position. You will be in probation period for 3 months from the date of joining. That means that either you or Findestination are free to end the employment relationship at any time with or without notice during this tenure.

We look forward to mutually rewarding professional relationship with you.

For FinDestination

Rakesh Mishra

Date: 26th May 2022

To,
Aaryan Acharya

Subject: Offer of Employment for the position of Quality Analyst

Dear Aaryan,

FinIQ Consulting India Private Limited is glad to offer you a job as **Quality Analyst** based in **Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets.

Following are the basic terms and conditions governing your employment:

1. **Date of Joining:** 4th July 2022 except if otherwise extended by the Company and communicated to you in writing. All the necessary documents as specified under **Annexure A** are required to be submitted to the HR department before or at the time of your joining.
2. **Location of Work:** Pune or any other location as communicated by the Company. However, depending upon the Company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
3. **Salary:** Annual gross salary (before any taxes and statutory deductions) of Rs. 420,000/- (Rupees Four Lakh Twenty Thousand Only) payable in monthly installments of Rs. 35,000/-. The break-up details are as follows:
 - o 40% Basic Salary
 - o 20% House Rent Allowance
 - o 04% Conveyance Allowance
 - o 23% Special Allowance
 - o 13% Project Allowance
4. **Annual Employer PF Contribution:** Based on the prevailing regulatory rules (equivalent to Rs. 20,160 /- based on the current rules).
5. **Medical Allowance:** Rs. 15,000/- per year (rules apply)
6. **Leave Travel Assistance:** Rs. 20,000/- for every 2 years (paid only after completion of every 2 years in the organization)
7. **Annual Leave:** 27 days
8. **Probation Period:** First three months from the date of joining. During this period, you will be evaluated based on your work ethic, physical fitness, actual performance, discipline as well as compatibility with your peer group. The final decision to confirm your employment will be solely upon Company's discretion. The Company reserves the right to terminate your services without any notice during the Probation Period. Further, you can only avail upto a total of 3 leaves during the probation period.

Date: 29th July 2022

To,
Akanksha Maitra

Subject: Offer of Employment for the position of Quality Analyst

Dear Akanksha,

FinIQ Consulting India Private Limited is glad to offer you a job as **Quality Analyst** based in **Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets.

Following are the basic terms and conditions governing your employment:

1. **Date of Joining:** 1st August 2022 except if otherwise extended by the Company and communicated to you in writing. All the necessary documents as specified under **Annexure A** are required to be submitted to the HR department before or at the time of your joining.
2. **Location of Work:** Pune or any other location as communicated by the Company. However, depending upon the Company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
3. **Salary:** Annual gross salary (before any taxes and statutory deductions) of Rs. 420,000/- (Rupees Four Lakh Twenty Thousand Only) payable in monthly installments of Rs. 35,000/-. The break-up details are as follows:
 - o 40% Basic Salary
 - o 20% House Rent Allowance
 - o 04% Conveyance Allowance
 - o 23% Special Allowance
 - o 13% Project Allowance
4. **Annual Employer PF Contribution:** Based on the prevailing regulatory rules (equivalent to Rs. 20,160/- based on the current rules).
5. **Medical Allowance:** Rs. 15,000/- per year (rules apply)
6. **Leave Travel Assistance:** Rs. 20,000/- for every 2 years (paid only after completion of every 2 years in the organization)
7. **Annual Leave:** 27 days
8. **Probation Period:** First three months from the date of joining. During this period, you will be evaluated based on your work ethic, physical fitness, actual performance, discipline as well as compatibility with your peer group. The final decision to confirm your employment will be solely upon Company's discretion. The Company reserves the right to terminate your services without any notice during the Probation Period. Further, you can only avail up to a total of 3 leaves during the probation period.

Date: 26th May 2022

To,
Deeplaxmi Patil

Subject: Offer of Employment for the position of Quality Analyst

Dear Deeplaxmi,

FinIQ Consulting India Private Limited is glad to offer you a job as **Quality Analyst** based in **Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets.

Following are the basic terms and conditions governing your employment:

- Date of Joining:** 4th July 2022 except if otherwise extended by the Company and communicated to you in writing. All the necessary documents as specified under **Annexure A** are required to be submitted to the HR department before or at the time of your joining.
- Location of Work:** Pune or any other location as communicated by the Company. However, depending upon the Company's requirements, you may be required to travel and/ or be posted temporarily or permanently at other offices/ locations.
- Salary:** Annual gross salary (before any taxes and statutory deductions) of Rs. 420,000/- (Rupees Four Lakh Twenty Thousand Only) payable in monthly instalments of Rs. 35,000/-. The break-up details are as follows:
 - o 40% Basic Salary
 - o 20% House Rent Allowance
 - o 04% Conveyance Allowance
 - o 23% Special Allowance
 - o 13% Project Allowance
- Annual Employer PF Contribution:** Based on the prevailing regulatory rules (equivalent to Rs. 20,160/- based on the current rules).
- Medical Allowance:** Rs. 15,000/- per year (rules apply)
- Leave Travel Assistance:** Rs. 20,000/- for every 2 years (paid only after completion of every 2 years in the organization)
- Annual Leave:** 27 days
- Probation Period:** First three months from the date of joining. During this period, you will be evaluated based on your work ethic, physical fitness, actual performance, discipline as well as compatibility with your peer group. The final decision to confirm your employment will be solely upon Company's discretion. The Company reserves the right to terminate your services without any notice during the Probation Period. Further, you can only avail upto a total of 3 leaves during the probation period.

Date 10th April, 2022
Ms. Amruta Kachole,
Pune

Dear Amruta

We are delighted to appoint you as Growth Marketing Associate with FinTree Education Pvt. Ltd. with effect from 11th April, 2022 based at Pune. The terms and conditions of your employment would be as under:

- A. **Salary:** You will be paid a salary of Rs. 25,000/- per month. Incentives will be awarded based on performance.
- B. **Notice Period:** A notice of 2 months is required by you to terminate this contract. Notice period is considered to start from the point the termination/resignation letter is received by the manager. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect.
- C. **Company's Property:** You will be bound at the termination of employment, howsoever terminated, to return to the company any of the property of the Company in your possession, including correspondence which you may have conducted, whether semi-official or otherwise, in connection with the business of the Company or in its behalf. Your being relieved from the service of the Company would be subject to your fulfilment of all your obligations including return of all Company property, passwords, manuals, records, files and clearance of all outstanding monetary amounts.
- D. **Confidentiality:** You will not, during your employment, disclose to any person, firm or Company or make use of any confidential information which you may acquire during the period of your employment which is connected with the business or finances of the Company or any other Group Company. 'Information' refers to all drawings, memos, reports, forecasts, estimates, plans, manuals, software, letters or any trade secrets. After the termination of your employment, you will remain bound in perpetuity not to disclose or make use of any confidential information or trade secret which could result in the Company, or any other Group Company, being damaged commercially or in reputation. You would be required to sign a confidentiality agreement, both during your employment as well as on cessation of your employment for any reason.
- E. As an employee in the full-time employment of the Company, you are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company.



+91 8888 0777 22
www.fintreeindia.com
Pune | Mumbai | Bangalore | Kuwait

Date 17th May, 2022

Hari Priya Oza,

Pune

Dear Hari Priya,

We are delighted to appoint you as Student Counsellor with FinTree Education Pvt. Ltd. with effect from 6th June, 2022 based at Pune. The terms and conditions of your employment would be as under:

- A. **Salary:** You will be paid a salary of Rs. 25,000/- per month. Incentives will be awarded based on performance.
- B. **Notice Period:** from the point the termination/resignation letter is received by the manager. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect.
- C. **Company's Property:** You will be bound at the termination of employment, howsoever terminated, to return to the company any of the property of the Company in your possession, including correspondence which you may have conducted, whether semi-official or otherwise, in connection with the business of the Company or in its behalf. Your being relieved from the service of the Company would be subject to your fulfilment of all your obligations including return of all Company property, passwords, manuals, records, files and clearance of all outstanding monetary amounts.
- D. **Confidentiality:** You will not, during your employment, disclose to any person, firm or Company or make use of any confidential information which you may acquire during the period of your employment which is connected with the business or finances of the Company or any other Group Company. 'Information' refers to all drawings, memos, reports, forecasts, estimates, plans, manuals, software, letters or any trade secrets. After the termination of your employment, you will remain bound in perpetuity not to disclose or make use of any confidential information or trade secret which could result in the Company, or any other Group Company, being damaged commercially or in reputation. You would be required to sign a confidentiality agreement, both during your employment as well as on cessation of your employment for any reason.
- E. As an employee in the full-time employment of the Company, you are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company.

Date: 27 July 2022

Mr. / Ms. Akanksha Kshirsagar

Dear Akanksha,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **02-Aug-22**

2. Salary

Your compensation will be **Rs. 2,44,642/- (Rupees Two Lakhs Forty Four Thousand Six Hundred and Forty Two Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs.8846**, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **30 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'60 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Viman Nagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Annurhalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 5000

LLPIN: AAF-5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

Date: 27 July 2022

Mr. / Ms. Pratiksha Kushwaha

Dear Pratiksha,

We have pleasure in appointing you as **Process Associate**, in our organization. While you will be initially based at our **Pune Office**, the Company reserves the right to transfer your services or place you in any other capacity or location that it may decide from time to time.

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as possible but not later than **02-Aug-22**

2. Salary

Your compensation will be **Rs. 2,44,642/- (Rupees Two Lakhs Forty Four Thousand Six Hundred and Forty Two Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

Your salary will be reviewed as per company policy subsequent to successful completion of probation. Your increment in the grade is discretionary and will be subject to and on the basis of effective performance and results during the year.

4. Performance Based Incentive

Your incentive is calculated at **4%** of your fixed emoluments, i.e. **Rs. 8846**, which is a part of your total emoluments as mentioned in **Annexure-I**. This component is linked to your Performance and shall be governed by the Company rules and policy, you are eligible to earn up to **200% of your Performance Incentive**. Your incentive payout will happen monthly.

5. Leave

You will be entitled to leave as per the rules as made applicable to your cadre from time to time. In the first three months from the Date of Joining, you are not eligible for any leave. Violation of leave policy can lead to termination as per Company Policy.

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **30 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'60 days'** notice by either party.

8. Other Work

Your position is a **whole time employment** with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as share-holder or debenture holder) in any other trade or business during the employment with the Company, without permission in writing from a Director of the Company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimanagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Anandahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 062, (INDIA) Tel No. : +91 80 4234 3434 / 6191 6000

LLPIN: AAI-5010 - (Registered with Limited Liability)

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006FTC128475) up to February 07, 2017)



May 2, 2022

Ref:HDBFS/22-23/HRIC448313/Appt/279630

Mr.Abhay Ramchandra Khandekar
Pune

Dear Mr.Abhay Ramchandra Khandekar,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as GRADUATE TRAINEE on the terms and conditions set out in this letter of appointment ("Agreement").

1. Position and Posting:

- 1.1 Your initial posting will be at KOTHRUD and you will be reporting to the BRANCH MANAGER.
- 1.2 You are liable to be transferred or deputed, temporarily or permanently, part time or whole time to any section, division, subsidiary or associate concern or any other place of business, which is in existence or may come into existence at a future date, as may be decided by the Company.

2. Probation:

- 2.1 You will be on probation for a period of 12 (twelve) months from the date of your employment. Subject to the satisfactory performance by you during the probationary period, you will be confirmed in the services of the Company in writing.

3. Remuneration & Taxes:

- 3.1 Your remuneration and benefits will be as set forth in the Annexure hereto. The Company shall inform you of any changes in the remuneration in writing (which includes in electronic form) and from the date indicated in such communication the remuneration shall stand amended.
- 3.2 The Company may withhold from any amounts payable to you under this Agreement such central, state and local taxes as may be required to be withheld pursuant to any applicable law or regulation.
- 3.3 The Company reserves the right to deduct or withhold salary or any form of remuneration in the event that the repayment for any loan or similar facility availed by you from the Company remains outstanding.

4. Duties & Responsibilities:

- 4.1 Your duties and responsibilities have already been explained to you. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Company's decision in this regard would stand as final and binding on you.
- 4.2 You are required to attend punctually at such place or places as your duties may require for such period as the Company in its absolute discretion may decide as necessary.

May 2, 2022

Ref:HDBFS/22-23/HRIC448372/Appt/279728

Mr.Aditya Rajesh Godse
Kolhapur

Dear Mr.Aditya Rajesh Godse,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as GRADUATE TRAINEE on the terms and conditions set out in this letter of appointment ("Agreement").

1. Position and Posting:

- 1.1 Your initial posting will be at KOLHAPUR and you will be reporting to the BRANCH MANAGER.
- 1.2 You are liable to be transferred or deputed, temporarily or permanently, part time or whole time to any section, division, subsidiary or associate concern or any other place of business, which is in existence or may come into existence at a future date, as may be decided by the Company.

2. Probation:

- 2.1 You will be on probation for a period of 12 (twelve) months from the date of your employment. Subject to the satisfactory performance by you during the probationary period, you will be confirmed in the services of the Company in writing.

3. Remuneration & Taxes:

- 3.1 Your remuneration and benefits will be as set forth in the Annexure hereto. The Company shall inform you of any changes in the remuneration in writing (which includes in electronic form) and from the date indicated in such communication the remuneration shall stand amended.
- 3.2 The Company may withhold from any amounts payable to you under this Agreement such central, state and local taxes as may be required to be withheld pursuant to any applicable law or regulation.
- 3.3 The Company reserves the right to deduct or withhold salary or any form of remuneration in the event that the repayment for any loan or similar facility availed by you from the Company remains outstanding.

4. Duties & Responsibilities:

- 4.1 Your duties and responsibilities have already been explained to you. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Company's decision in this regard would stand as final and binding on you.
- 4.2 You are required to attend punctually at such place or places as your duties may require for such period as the Company in its absolute discretion may decide as necessary.

May 4, 2022

Ref:HDBFS/22-23/HRIC448634/Appt/279802

Ms.Akshyata Balasaheb Dukare
Pune

Dear Ms.Akshyata Balasaheb Dukare,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as GRADUATE TRAINEE on the terms and conditions set out in this letter of appointment ("Agreement").

1. Position and Posting:

- 1.1 Your initial posting will be at KOTHRUD and you will be reporting to the BRANCH MANAGER.
- 1.2 You are liable to be transferred or deputed, temporarily or permanently, part time or whole time to any section, division, subsidiary or associate concern or any other place of business, which is in existence or may come into existence at a future date, as may be decided by the Company.

2. Probation:

- 2.1 You will be on probation for a period of 12 (twelve) months from the date of your employment. Subject to the satisfactory performance by you during the probationary period, you will be confirmed in the services of the Company in writing.

3. Remuneration & Taxes:

- 3.1 Your remuneration and benefits will be as set forth in the Annexure hereto. The Company shall inform you of any changes in the remuneration in writing (which includes in electronic form) and from the date indicated in such communication the remuneration shall stand amended.
- 3.2 The Company may withhold from any amounts payable to you under this Agreement such central, state and local taxes as may be required to be withheld pursuant to any applicable law or regulation.
- 3.3 The Company reserves the right to deduct or withhold salary or any form of remuneration in the event that the repayment for any loan or similar facility availed by you from the Company remains outstanding.

4. Duties & Responsibilities:

- 4.1 Your duties and responsibilities have already been explained to you. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Company's decision in this regard would stand as final and binding on you.
- 4.2 You are required to attend punctually at such place or places as your duties may require for such period as the Company in its absolute discretion may decide as necessary.

May 2, 2022

Ref:HDBFS/22-23/HRIC448055/Appt/279656

Mr.Yash Dilip Karva
Aurangabad Mh

Dear Mr.Yash Dilip Karva,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as GRADUATE TRAINEE on the terms and conditions set out in this letter of appointment ("Agreement").

1. Position and Posting:

- 1.1 Your initial posting will be at AURANGABAD MH and you will be reporting to the BRANCH MANAGER.
- 1.2 You are liable to be transferred or deputed, temporarily or permanently, part time or whole time to any section, division, subsidiary or associate concern or any other place of business, which is in existence or may come into existence at a future date, as may be decided by the Company.

2. Probation:

- 2.1 You will be on probation for a period of 12 (twelve) months from the date of your employment. Subject to the satisfactory performance by you during the probationary period, you will be confirmed in the services of the Company in writing.

3. Remuneration & Taxes:

- 3.1 Your remuneration and benefits will be as set forth in the Annexure hereto. The Company shall inform you of any changes in the remuneration in writing (which includes in electronic form) and from the date indicated in such communication the remuneration shall stand amended.
- 3.2 The Company may withhold from any amounts payable to you under this Agreement such central, state and local taxes as may be required to be withheld pursuant to any applicable law or regulation.
- 3.3 The Company reserves the right to deduct or withhold salary or any form of remuneration in the event that the repayment for any loan or similar facility availed by you from the Company remains outstanding.

4. Duties & Responsibilities:

- 4.1 Your duties and responsibilities have already been explained to you. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Company's decision in this regard would stand as final and binding on you.
- 4.2 You are required to attend punctually at such place or places as your duties may require for such period as the Company in its absolute discretion may decide as necessary.

July 13, 2022

Mohan oil mill, wada road ,near MGV school,
Rajgurunagar.Tal- khed,Dist- Pune. Pin- 410505.

Dear Shruti Dodmani,

With reference to your application and the subsequent interview/s you had with us, we are pleased to appoint you as '**Officer**' in Housing Development Finance Corporation Limited on the following terms:

1. You will be placed in the **Credit Department** at our **Shivajinagar Office**, and will report to **Mr.Abhijeet Deshmukh ,Head – Credit HUB , Pune .**
2. The details of your compensation package are indicated in the attached statement.
3. The offer of appointment is subject to successful completion of your course and submission of passing certificate, mark sheet within six months of joining and submitting copies of your scholastic/academic and extra-curricular attachments, along with proof of your age and proof of last drawn salary. The records/documents that need to be submitted at the time of joining are appended.

You are also requested to bring your original documents/ certificates on the date of joining for verification.

4. You will be on probation for a period of **six months**, which may be extended in case your performance is found unsatisfactory. During the probation period, your services can be dispensed with, without notice and without assigning any reason. You will continue to be on probation unless you are specifically confirmed in writing.
5. In case you wish to resign from the services of Housing Development Finance Corporation Limited during the probation period, you will be required to give one month's notice or one month's gross salary in lieu of notice.

Notwithstanding anything contained herein above, the final relieving shall be subject to the exigencies of the job requirement and as such the notice period may vary. The decision of the Management and the concerned Department Head shall be final and binding in this regard and the condition of payment in lieu of notice period as mentioned above shall not be applicable in such cases.

6. All the credentials declared by you during the recruitment and selection process are assumed to be true and correct in good faith and expectation. However, the information furnished by all the employees is subject to an independent confidential verification by HDFC.

Further, if the outcome of the independent verification is contrary to the information declared

12 July, 2022

Ms. Nikita Hemant Arnaikar

Flat No 01, Ground Floor, Pooja Building,
686/2a/2b, Natekar Partani Constructions,
Near Chambralok Hospital,
Pune
Maharashtra - 411037

Dear Ms. Arnaikar,

With reference to your application and the subsequent interviews you had with us, we are pleased to appoint you in HDFC Sales Pvt. Ltd. on the following terms and conditions:

1. You will be placed in Grade "G1" and will be designated as "Executive".

2. **Annual Compensation :**

In lieu of the Services rendered by you in terms of this Agreement, your total salary CTC will be
Rs. 313,336.00 per annum (Refer Annexure I for Salary Break - up).

3. **Probation Period:**

You shall be confirmed after having completed your probation period of 6 months unless otherwise extended or terminated in writing.

4. **Gratuity:**

You shall be entitled to payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972 and the Rules applicable thereunder. [Gratuity shall be paid only on separation/retirement of your employment and on your having completed 5 (five) years of continuous employment with the company at the rate of half month's salary for every completed year of service or part thereof in excess of six months. For the purpose of this clause, salary shall be the basic salary last drawn.

5. **Income Tax and Other Taxes:**

Income tax as may be applicable on each of the above components of the compensation shall be borne and payable by you. The Company shall deduct such component of your taxes at source as applicable in accordance with provisions of the Income Tax Act, 1961 and the Rules thereto.

You shall also be responsible for the incidence of all taxes, duties, cess and the like that may be imposed or applicable in respect of your services, employment or the compensation covered under this Agreement or any amendment or modification thereto.

You shall be provided relevant certificate reflecting deduction of taxes at source.

27-Jun-2022

Dear Abhijeet Padmakar Chaudhari,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT at **Level - 1** of our Company.

| Components | Components Rs. Per annum |
|-------------------------------|--------------------------|
| Basic | 81,000 |
| Supplementary Allowance | 99,000 |
| Employer's Contribution to PF | 21,600 |
| Statutory Bonus | 7,000 |
| Gratuity | 3,894 |
| Flexible Compensation Pay | 57,506 |
| Total Fixed Pay | 270000.00 |

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

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented 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 or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

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

30-May-2022

Dear Akanksha Balasaheb Ladkat,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT at **Level - 1** of our Company.

| Components | Components Rs. Per annum |
|-------------------------------|--------------------------|
| Basic | 81,000 |
| Supplementary Allowance | 99,000 |
| Employer's Contribution to PF | 21,600 |
| Statutory Bonus | 7,000 |
| Gratuity | 3,894 |
| Flexible Compensation Pay | 57,506 |
| Total Fixed Pay | 270000.00 |

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

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented 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 or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

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

30-May-2022

Dear Sumedh Rajkumar Yadav,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT at **Level - 1** of our Company.

| Components | Components Rs. Per annum |
|-------------------------------|--------------------------|
| Basic | 81,000 |
| Supplementary Allowance | 99,000 |
| Employer's Contribution to PF | 21,600 |
| Statutory Bonus | 7,000 |
| Gratuity | 3,894 |
| Flexible Compensation Pay | 57,506 |
| Total Fixed Pay | 270000.00 |

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

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented 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 or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

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

To,
Aarti RameshVairagkar

Date: 14th June 2022

Subject: Internship Offer Letter

Dear Aarti Ramesh Vairagkar,

In reference to your application, we would like to congratulate you on being selected for internship with Intellipaat Software Solutions Pvt. Ltd. Your work is scheduled to start from **20th JUNE 2022** for a period of 6 Months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get up to Rs200,000/- as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, Pre-Placement Offer will be released before the completion of your internship at Intellipaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college / university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.

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

Yours truly,
For Intellipaat Software Solutions Private Limited



Dewaker Singh Bisht
Director – Human Resources

Intellipaat Software Solutions Pvt. Ltd.

AMR Tech Park 3, Ground Floor, Tower B, Bommanahalli, Hosur Road, Bengaluru, Karnataka-560068

Date: June 14th, 2022

FORM 'A'

To,
Soundarya Rajendra Takke
Bangalore

Dear Soundarya Rajendra Takke ,

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

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

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

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

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

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

Yours truly,
Intellipaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources

Date: June 14th, 2022

FORM 'A'

To,
Utkarsha Bhadvankar
Bangalore

Dear Utkarsha Bhadvankar ,

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

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

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

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

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

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

Yours truly,
IntelliPaat Software Solutions Private Limited



Dewakar Singh Bisht
Director- Human Resources



6th May 2022

DARSHANA VILAS SILAM
7040351882
DARSHANA.SILAM@GMAIL.COM
PUNE, MAHARASHTRA

SUBJECT: OFFER LETTER

Dear DARSHANA ,

Welcome to iProgrammer Solutions Pvt. Ltd.!

With reference to the interview that you had with us on 6th May 2022, we are pleased to offer you a position of **Associate Talent Acquisition Executive**.

As discussed and agreed, your annual CTC will be Rs.3,00,000/- (Rupees Three Lakhs Only) annually, subject to various deductions as per the company and government policies.

You are expected to report for duties at the earliest possible date, but not later than 9th May 2022, failing which this appointment offer stands withdrawn automatically. This offer is subject to your preparedness to be associated to work in iProgrammer Solutions Pvt. Ltd. office premises or its sister concerns or client location, as desired by the Company from time to time.

You would be on probation for a period of 6 months from the date of joining.

Please confirm your offer acceptance with the copy of your accepted resignation from your current company on or before 7th May 2022

You are requested to share scan copy of the following documents for our records:

- 1.Degree Certificates.
- 2.Experience Certificate from your present employer (on the day of joining)
- 3.Relieving Letter from your present employer (on the day of joining)
- 4.Your bank statements for the past six months clearly indicating the salary deposited.
- 5.PAN Card.
- 6.Most recent passport size photographs.
- 7.Adhar Card.

We will arrange to issue you a detailed letter of appointment on successful completion of background verification process and receipt of positive report from the BGV agency.

Our heartiest welcome to you & wish you a successful and a rewarding career with us.

Thanking You,
Yours faithfully,

I hereby accept this offer and assure to join on

Amit Karanjawala
Managing Director
iProgrammer Solutions Private Limited

Darshana Vilas Silam
6th May 2022

August 04, 2022

Ms. Gauri Narendra Hasabnis
401, Sherayu Apts, 15 C T S 1237,
Patwardhan Baug, Near Mukhrji Garden,
Erandawana, Pune – 411 004.

Sub: Offer of Employment

Dear Ms. Gauri Narendra Hasabnis,

This has reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Analyst_L1** in our organization at **Pune**.

You are requested to confirm your acceptance in writing. This offer is valid subject to the positive reports of your pre-employment medical check-up and background verification. Your CTC details attached herewith - **Annexure (A)**. A formal letter of Appointment with all terms and conditions will be issued to you on your joining us.

You are required to join the organization on or before the **August 16, 2022** failing which this offer shall be deemed to be withdrawn.


By accepting this offer, you provide consent to conduct the necessary reference and background checks.

Kindly sign a copy of this letter as a token of having received its original / scanned copy and acceptance of the same, indicating your date of joining.

You are required to submit documents as per the attached list - **Annexure (B)**.

We warmly welcome you to the **J M Baxi Technologies Pvt. Ltd.** family and look forward to having you with us.

For **J M Baxi Technologies Pvt. Ltd.**


Rajendra P. Khubchandani
Authorized Signatory

I have read the information and accepted the offer.

Signed:

Date:

Date of Joining:

J M BAXI TECHNOLOGIES PVT LTD

T: +91 22 6143 1900

www.jmbaxi.com

Registered Office
Cydro, Sudharam, Siftos, No. 601
C Wing, Benion, Everard Nagar
Off Somaya Hospital Road, Sion East
Mumbai, 400 022 Maharashtra, India

Cydro, Coliseum, 1001
B Wing, Everard Nagar
Off Somaya Hospital Road
Sion East, Mumbai 400 022
Maharashtra, India

hr@jmbaxi.com

Ms. Priyanka Bhimaji Mose
Laxmi Niwas, Gaikwad Nagar,
Near Ramchandra Gaikwad School,
Oppo-Shri General Hospital,
Dighi, Alandi Road, Pune - 411 015.

August 08, 2022

Sub: Offer of Employment

Dear **Ms. Priyanka Mose**,

This has reference to your application and subsequent interview you had with us; we are pleased to offer you the position of **Analyst_L1 – Operations** in our organization at **Pune**.

You are requested to confirm your acceptance in writing. This offer is valid subject to the positive reports of your pre-employment medical check-up and background verification. Your CTC details attached herewith - **Annexure (A)**. A formal letter of Appointment with all terms and conditions will be issued to you on your joining us.

You are required to join the organization on or before the **August 15, 2022** failing which this offer shall be deemed to be withdrawn.


By accepting this offer, you provide consent to conduct the necessary reference and background checks.

Kindly sign a copy of this letter as a token of having received its original / scanned copy and acceptance of the same, indicating your date of joining.

You are required to submit documents as per the attached list - **Annexure (B)**.

We warmly welcome you to the **JM Baxi Technologies Pvt. Ltd.** family and look forward to having you with us.

Yours faithfully,
For **JM Baxi Technologies Pvt. Ltd.**


Rajendra P. Khubchandani
Authorized Signatory


I have read the information and accept the offer.

Signed:

Date:

Date of Joining:

JM BAXI TECHNOLOGIES PVT. LTD.

T - 91 22 6153 7900

www.jmbaxi.com

Registered Office,
Godrej Coliseum, Office No. 001,
10 Wing, Behind Everard Nagar,
Off Somaiya Hospital Road, San East
Mumbai 400 022 Maharashtra, India

Godrej Coliseum, 1001,
'B' Wing, Everard Nagar,
Off Somaiya Hospital Road,
San East, Mumbai 400 022
Maharashtra, India

Doc No: J2137662917012198710

GDC/HR/OFF/2022

June 10, 2022

Mr. Amay Mahesh Shete

Subject – Offer of Appointment

Dear Amay,

In reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Programmer (DP & Scripting)** in **Grade B1** at our **Pune Office** on the terms and conditions mutually agreed upon. A formal letter of appointment will be issued to you upon your joining and submitting the Employment Form on or before **June 13, 2022**.

You would work remotely until the Global Delivery Centre in India revert to working from office. You will receive an official intimation at least 2 weeks in advance regarding the date and time that you are required to report to office. During remote working, you will be required to have a minimum 50 Mbps speed of Internet connection to ensure virtual training programs are attended without interruption.

We reserve the right to cancel this offer in case of failure to submit your acceptance by this date or subject to non-clearance of background verification as per the company policy.

At the time of joining, please also let us have the following certification;

- Four passport size photographs
- Photocopy of Aadhaar Card (**Mandatory**)
- Copies of all Education Documents (10th, 12th, Consolidated Mark Sheets/All Year Mark Sheets/All Semesters Mark Sheets of Graduation/Post Graduation)
- Permanent Address Proof (Issued by Government)
- PAN Card Copy

NOTE: Aadhaar card is a mandatory document at the time of joining as per the statutory requirement and without which Provident fund remittance is not allowed. If not available, please apply and get it ready before joining.

We welcome you to Pune and hope to have a mutually happy and successful association with us.

Kindly sign the duplicate copy of this letter as a token of your acceptance.

** The offer letter will be superseded by the issuance of the letter of appointment at the commencement of employment, local employment law wherever applicable or a signed contract where appropriate.

Yours Sincerely



Debangshu Sengupta
Talent Acquisition Leader | South Asia

Signature of Candidate
(As Acceptance)

Encl: CTC Statement (offered)

GDC/HR/OFF/2022

May 12, 2022

Mr. Ankit Kumar

Subject – Offer of Appointment

Dear Ankit,

In reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Analyst (Charting)** in **Grade B1** at our **Mumbai Office** on the terms and conditions mutually agreed upon. A formal letter of appointment will be issued to you upon your joining and submitting the Employment Form on or before **May 16, 2022**.

You would work remotely until the Global Delivery Centre in India revert to working from office. You will receive an official intimation at least 2 weeks in advance regarding the date and time that you are required to report to office. During remote working, you will be required to have a minimum 50 Mbps speed of Internet connection to ensure virtual training programs are attended without interruption.

We reserve the right to cancel this offer in case of failure to submit your acceptance by this date or subject to non-clearance of background verification as per the company policy.

At the time of joining, please also let us have the following certification;

- Four passport size photographs
- Photocopy of Aadhaar Card (**Mandatory**)
- Copies of all Education Documents (10th, 12th, Consolidated Mark Sheets/All Year Mark Sheets/All Semesters Mark Sheets of Graduation/Post Graduation)
- Permanent Address Proof (Issued by Government)
- PAN Card Copy

NOTE: Aadhaar card is a mandatory document at the time of joining as per the statutory requirement and without which Provident fund remittance is not allowed. If not available, please apply and get it ready before joining.

We welcome you to Mumbai and hope to have a mutually happy and successful association with us.

Kindly sign the duplicate copy of this letter as a token of your acceptance.

** The offer letter will be superseded by the issuance of the letter of appointment at the commencement of employment, local employment law wherever applicable or a signed contract where appropriate.

Yours Sincerely



Debangshu Sengupta
Talent Acquisition Leader | South Asia

Signature of Candidate
(As Acceptance)

Encl: CTC Statement (offered)

GDC/HR/OFF/2022

May 12, 2022

Ms. Sayali Sunil Kedare

Subject – Offer of Appointment

Dear Sayali,

In reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Analyst (Charting)** in **Grade B1** at our **Mumbai Office** on the terms and conditions mutually agreed upon. A formal letter of appointment will be issued to you upon your joining and submitting the Employment Form on or before **May 23, 2022**.

You would work remotely until the Global Delivery Centre in India revert to working from office. You will receive an official intimation at least 2 weeks in advance regarding the date and time that you are required to report to office. During remote working, you will be required to have a minimum 50 Mbps speed of Internet connection to ensure virtual training programs are attended without interruption.

We reserve the right to cancel this offer in case of failure to submit your acceptance by this date or subject to non-clearance of background verification as per the company policy.

At the time of joining, please also let us have the following certification;

- Four passport size photographs
- Photocopy of Aadhaar Card (**Mandatory**)
- Copies of all Education Documents (10th, 12th, Consolidated Mark Sheets/All Year Mark Sheets/All Semesters Mark Sheets of Graduation/Post Graduation)
- Permanent Address Proof (Issued by Government)
- PAN Card Copy

NOTE: Aadhaar card is a mandatory document at the time of joining as per the statutory requirement and without which Provident fund remittance is not allowed. If not available, please apply and get it ready before joining.

We welcome you to Mumbai and hope to have a mutually happy and successful association with us.

Kindly sign the duplicate copy of this letter as a token of your acceptance.

** The offer letter will be superseded by the issuance of the letter of appointment at the commencement of employment, local employment law wherever applicable or a signed contract where appropriate.

Yours Sincerely



Debangshu Sengupta
Talent Acquisition Leader | South Asia

Signature of Candidate
(As Acceptance)

Encl: CTC Statement (offered)

GDC/HR/OFF/2022

June 10, 2022

Mr. Shubham Rajkumar Lodha

Subject – Offer of Appointment

Dear Shubham,

In reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Programmer (DP & Scripting)** in **Grade B1** at our **Pune Office** on the terms and conditions mutually agreed upon. A formal letter of appointment will be issued to you upon your joining and submitting the Employment Form on or before **June 13, 2022**.

You would work remotely until the Global Delivery Centre in India revert to working from office. You will receive an official intimation at least 2 weeks in advance regarding the date and time that you are required to report to office. During remote working, you will be required to have a minimum 50 Mbps speed of Internet connection to ensure virtual training programs are attended without interruption.

We reserve the right to cancel this offer in case of failure to submit your acceptance by this date or subject to non-clearance of background verification as per the company policy.

At the time of joining, please also let us have the following certification;

- Four passport size photographs
- Photocopy of Aadhaar Card (**Mandatory**)
- Copies of all Education Documents (10th, 12th, Consolidated Mark Sheets/All Year Mark Sheets/All Semesters Mark Sheets of Graduation/Post Graduation)
- Permanent Address Proof (Issued by Government)
- PAN Card Copy

NOTE: Aadhaar card is a mandatory document at the time of joining as per the statutory requirement and without which Provident fund remittance is not allowed. If not available, please apply and get it ready before joining.

We welcome you to Pune and hope to have a mutually happy and successful association with us.

Kindly sign the duplicate copy of this letter as a token of your acceptance.

** The offer letter will be superseded by the issuance of the letter of appointment at the commencement of employment, local employment law wherever applicable or a signed contract where appropriate.

Yours Sincerely



Debangshu Sengupta
Talent Acquisition Leader | South Asia

Signature of Candidate
(As Acceptance)

Encl: CTC Statement (offered)

10 March, 2022

Hrishikesh Shriniwas Ghanate

Pune, Maharashtra

Sub: Offer of employment as "**Executive – P2P**"

Dear **Hrishikesh,**

Please refer to your job application and the subsequent interview you had with us (defined hereunder). We, Kohler India Corporation Private Limited (hereinafter referred to as the '**Company or Us or We**') are pleased to offer you a provisional appointment as "**Executive – P2P**" "**KICPL**". In the event you accept this offer, your employment with the Company will commence from **4th July, 2022**. However, in future based on the business exigencies the said position may be transferrable to any other location as per the sole discretion of the Company.

Please be advised that this Offer Letter only entails an offer of employment from the Company, and this offer must not be considered as an employment contract. In the event of any conflict between this Offer Letter and your employment contract, the provisions of employment contract shall prevail to the extent of the conflict. However, we urge you to read this Offer Letter carefully, since it contains certain important details pertaining to your employment with the Company. Your employment with the Company will only commence upon your acceptance of the Offer Letter, satisfaction of the procedures, formalities and conditions mentioned below and/ or as may be communicated by the Company and the due execution of an employment contract by both the Parties.

1. Subject to acceptance of the offer contemplated herein, you will be paid a total remuneration on cost-to-company basis of INR **350,258 only** per annum in consideration of the services to be rendered by you as an Employee of the Company and accepted by you during the interview and in writing as well.

Please note that the above payment is subject to applicable statutory/ compulsory deductions on account of Tax Deducted at Source, withholding taxes and other applicable taxes, statutory deductions on account of employee benefits such as provident fund, etc. The details of the salary break up is annexed as Annexure A and the terms and conditions of employment will be set out in further detail, in your employment contract, which will be executed on or before the commencement of your employment.

2. This Offer Letter is conditional upon the fulfilment of the conditions outlined below:

- 2.1 This offer is provisional in nature and the regular offer of appointment shall be made to you upon your accepting the contents of this letter and is further subject to the satisfactory completion of the joining formalities as outlined herein below and as communicated to you from time to time by the Company.

Kohler India Corporation Private Limited

Corp. Office : 6th Floor, Office Tower, Ambience Island, NH-8, Gurugram-122002, Haryana, India Tel : +91 124 4319601, Fax : +91 124 4319699

Regd. Off. : 26 A, Ring Road, Lajpat Nagar-IV, New Delhi-110024, Delhi, India. Tel : +91-11 49531800

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10 March, 2022

Ketaki Karambelkar

Pune, Maharashtra

Sub: Offer of employment as "**Executive – P2P**"

Dear **Ketaki**,

Please refer to your job application and the subsequent interview you had with us (defined hereunder). We, Kohler India Corporation Private Limited (hereinafter referred to as the '**Company or Us or We**') are pleased to offer you a provisional appointment as "**Executive – P2P**" "**KICPL**". In the event you accept this offer, your employment with the Company will commence from **4th July, 2022**. However, in future based on the business exigencies the said position may be transferrable to any other location as per the sole discretion of the Company.

Please be advised that this Offer Letter only entails an offer of employment from the Company, and this offer must not be considered as an employment contract. In the event of any conflict between this Offer Letter and your employment contract, the provisions of employment contract shall prevail to the extent of the conflict. However, we urge you to read this Offer Letter carefully, since it contains certain important details pertaining to your employment with the Company. Your employment with the Company will only commence upon your acceptance of the Offer Letter, satisfaction of the procedures, formalities and conditions mentioned below and/ or as may be communicated by the Company and the due execution of an employment contract by both the Parties.

1. Subject to acceptance of the offer contemplated herein, you will be paid a total remuneration on cost-to-company basis of INR **350,258 only** per annum in consideration of the services to be rendered by you as an Employee of the Company and accepted by you during the interview and in writing as well.

Please note that the above payment is subject to applicable statutory/ compulsory deductions on account of Tax Deducted at Source, withholding taxes and other applicable taxes, statutory deductions on account of employee benefits such as provident fund, etc. The details of the salary break up is annexed as Annexure A and the terms and conditions of employment will be set out in further detail, in your employment contract, which will be executed on or before the commencement of your employment.

2. This Offer Letter is conditional upon the fulfilment of the conditions outlined below:

- 2.1 This offer is provisional in nature and the regular offer of appointment shall be made to you upon your accepting the contents of this letter and is further subject to the satisfactory completion of the joining formalities as outlined herein below and as communicated to you from time to time by the Company.

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10 March, 2022

Aamir Khan

Pune, Maharashtra

Sub: Offer of employment as "**Executive – H2R**"

Dear **Aamir**,

Please refer to your job application and the subsequent interview you had with us (defined hereunder). We, Kohler India Corporation Private Limited (hereinafter referred to as the '**Company or Us or We**') are pleased to offer you a provisional appointment as "**Executive – H2R**" "**KICPL**". In the event you accept this offer, your employment with the Company will commence from **4th July, 2022**. However, in future based on the business exigencies the said position may be transferrable to any other location as per the sole discretion of the Company.

Please be advised that this Offer Letter only entails an offer of employment from the Company, and this offer must not be considered as an employment contract. In the event of any conflict between this Offer Letter and your employment contract, the provisions of employment contract shall prevail to the extent of the conflict. However, we urge you to read this Offer Letter carefully, since it contains certain important details pertaining to your employment with the Company. Your employment with the Company will only commence upon your acceptance of the Offer Letter, satisfaction of the procedures, formalities and conditions mentioned below and/ or as may be communicated by the Company and the due execution of an employment contract by both the Parties.

1. Subject to acceptance of the offer contemplated herein, you will be paid a total remuneration on cost-to-company basis of INR **350,258 only** per annum in consideration of the services to be rendered by you as an Employee of the Company and accepted by you during the interview and in writing as well.

Please note that the above payment is subject to applicable statutory/ compulsory deductions on account of Tax Deducted at Source, withholding taxes and other applicable taxes, statutory deductions on account of employee benefits such as provident fund, etc. The details of the salary break up is annexed as Annexure A and the terms and conditions of employment will be set out in further detail, in your employment contract, which will be executed on or before the commencement of your employment.

2. This Offer Letter is conditional upon the fulfilment of the conditions outlined below:
 - 2.1 This offer is provisional in nature and the regular offer of appointment shall be made to you upon your accepting the contents of this letter and is further subject to the satisfactory completion of the joining formalities as outlined herein below and as communicated to you from time to time by the Company.

Kohler India Corporation Private Limited

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Regd. Off. : 26 A, Ring Road, Lajpat Nagar-IV, New Delhi-110024, Delhi, India. Tel : +91-11 49531800

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10 March, 2022

Preeti Uttam Gavali
Pune, Maharashtra

Sub: Offer of employment as "**Executive – R2R**"

Dear **Preeti**,

Please refer to your job application and the subsequent interview you had with us (defined hereunder). We, Kohler India Corporation Private Limited (hereinafter referred to as the '**Company or Us or We**') are pleased to offer you a provisional appointment as "**Executive – P2P**" "**KICPL**". In the event you accept this offer, your employment with the Company will commence from **4th July, 2022**. However, in future based on the business exigencies the said position may be transferrable to any other location as per the sole discretion of the Company.

Please be advised that this Offer Letter only entails an offer of employment from the Company, and this offer must not be considered as an employment contract. In the event of any conflict between this Offer Letter and your employment contract, the provisions of employment contract shall prevail to the extent of the conflict. However, we urge you to read this Offer Letter carefully, since it contains certain important details pertaining to your employment with the Company. Your employment with the Company will only commence upon your acceptance of the Offer Letter, satisfaction of the procedures, formalities and conditions mentioned below and/ or as may be communicated by the Company and the due execution of an employment contract by both the Parties.

1. Subject to acceptance of the offer contemplated herein, you will be paid a total remuneration on cost-to-company basis of INR **350,258 only** per annum in consideration of the services to be rendered by you as an Employee of the Company and accepted by you during the interview and in writing as well.

Please note that the above payment is subject to applicable statutory/ compulsory deductions on account of Tax Deducted at Source, withholding taxes and other applicable taxes, statutory deductions on account of employee benefits such as provident fund, etc. The details of the salary break up is annexed as Annexure A and the terms and conditions of employment will be set out in further detail, in your employment contract, which will be executed on or before the commencement of your employment.

2. This Offer Letter is conditional upon the fulfilment of the conditions outlined below:

- 2.1 This offer is provisional in nature and the regular offer of appointment shall be made to you upon your accepting the contents of this letter and is further subject to the satisfactory completion of the joining formalities as outlined herein below and as communicated to you from time to time by the Company.

Kohler India Corporation Private Limited

Corp. Office : 6th Floor, Office Tower, Ambience Island, NH-8, Gurugram-122002, Haryana, India Tel : +91 124 4319601, Fax : +91 124 4319699

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10 March, 2022

Vaishnavi Abnave

Pune, Maharashtra

Sub: Offer of employment as "**Executive – R2R**"

Dear **Vaishnavi**,

Please refer to your job application and the subsequent interview you had with us (defined hereunder). We, Kohler India Corporation Private Limited (hereinafter referred to as the '**Company or Us or We**') are pleased to offer you a provisional appointment as "**Executive – R2R**" "**KICPL**". In the event you accept this offer, your employment with the Company will commence from **4th July, 2022**. However, in future based on the business exigencies the said position may be transferrable to any other location as per the sole discretion of the Company.

Please be advised that this Offer Letter only entails an offer of employment from the Company, and this offer must not be considered as an employment contract. In the event of any conflict between this Offer Letter and your employment contract, the provisions of employment contract shall prevail to the extent of the conflict. However, we urge you to read this Offer Letter carefully, since it contains certain important details pertaining to your employment with the Company. Your employment with the Company will only commence upon your acceptance of the Offer Letter, satisfaction of the procedures, formalities and conditions mentioned below and/ or as may be communicated by the Company and the due execution of an employment contract by both the Parties.

1. Subject to acceptance of the offer contemplated herein, you will be paid a total remuneration on cost-to-company basis of INR **350,258 only** per annum in consideration of the services to be rendered by you as an Employee of the Company and accepted by you during the interview and in writing as well.

Please note that the above payment is subject to applicable statutory/ compulsory deductions on account of Tax Deducted at Source, withholding taxes and other applicable taxes, statutory deductions on account of employee benefits such as provident fund, etc. The details of the salary break up is annexed as Annexure A and the terms and conditions of employment will be set out in further detail, in your employment contract, which will be executed on or before the commencement of your employment.

2. This Offer Letter is conditional upon the fulfilment of the conditions outlined below:

- 2.1 This offer is provisional in nature and the regular offer of appointment shall be made to you upon your accepting the contents of this letter and is further subject to the satisfactory completion of the joining formalities as outlined herein below and as communicated to you from time to time by the Company.

Kohler India Corporation Private Limited

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10 March, 2022

Vaishnavi Deshmukh

Pune, Maharashtra

Sub: Offer of employment as "**Executive – H2R**"

Dear **Vaishnavi**,

Please refer to your job application and the subsequent interview you had with us (defined hereunder). We, Kohler India Corporation Private Limited (hereinafter referred to as the '**Company or Us or We**') are pleased to offer you a provisional appointment as "**Executive – H2R**" "**KICPL**". In the event you accept this offer, your employment with the Company will commence from **4th July, 2022**. However, in future based on the business exigencies the said position may be transferrable to any other location as per the sole discretion of the Company.

Please be advised that this Offer Letter only entails an offer of employment from the Company, and this offer must not be considered as an employment contract. In the event of any conflict between this Offer Letter and your employment contract, the provisions of employment contract shall prevail to the extent of the conflict. However, we urge you to read this Offer Letter carefully, since it contains certain important details pertaining to your employment with the Company. Your employment with the Company will only commence upon your acceptance of the Offer Letter, satisfaction of the procedures, formalities and conditions mentioned below and/ or as may be communicated by the Company and the due execution of an employment contract by both the Parties.

1. Subject to acceptance of the offer contemplated herein, you will be paid a total remuneration on cost-to-company basis of INR **350,258 only** per annum in consideration of the services to be rendered by you as an Employee of the Company and accepted by you during the interview and in writing as well.

Please note that the above payment is subject to applicable statutory/ compulsory deductions on account of Tax Deducted at Source, withholding taxes and other applicable taxes, statutory deductions on account of employee benefits such as provident fund, etc. The details of the salary break up is annexed as Annexure A and the terms and conditions of employment will be set out in further detail, in your employment contract, which will be executed on or before the commencement of your employment.

2. This Offer Letter is conditional upon the fulfilment of the conditions outlined below:
 - 2.1 This offer is provisional in nature and the regular offer of appointment shall be made to you upon your accepting the contents of this letter and is further subject to the satisfactory completion of the joining formalities as outlined herein below and as communicated to you from time to time by the Company.

Kohler India Corporation Private Limited

Corp. Office : 6th Floor, Office Tower, Ambience Island, NH-8, Gurugram-122002, Haryana, India Tel : +91 124 4319601, Fax : +91 124 4319699

Regd. Off. : 26 A, Ring Road, Lajpat Nagar-IV, New Delhi-110024, Delhi, India. Tel : +91-11 49531800

Internal Communication For internal & partner use only | Corporate Identity Number : U31101DL1999PTC330570



KSB/HR/GA/2022

Friday, October 14, 2022

Bhavana Rachelli,
BMCC, Pune.

Dear Ms. Bhavana Rachelli,

Provisional Selection Letter as Graduate Apprentice

Congratulations on your selection at KSB Limited...!

With reference to your participation in the Campus Drive Selection Process 2022 and the interviews you had with us, we are pleased to inform you that you have been provisionally selected as a Graduate Apprentice at our IPD location for one-year apprenticeship with a stipend of **Rs. 17000/-** per month.

Your selection as Apprentice will be subject to completion of following:

1. Successfully completion of medical fitness examination by Competent Authority.
2. On submitting all the required documents at the time of joining.

By accepting this Provisional Selection Letter, you are giving us assurance that you will NOT appear/participate in any further Campus Drives organized at your Institute or externally. On acceptance of this letter, you shall report for training on the joining date (will be communicated shortly) at Pimpri, IPD location.

Please get in touch with Ms. Kiran Agarwal (HR & OD) on the day of your joining.

Our formal Appointment letter of training including all the terms and conditions as discussed during the interview shall be issued to you on the day of your reporting.

The duplicate of this letter may please be signed by you and returned to us in token of your acceptance of this offer.

For **KSB LIMITED**

-sd-

Sudhir Aphale
General Manager – HR & OD

This document is digitally signed.

Mail to : (Head Office) KSB Limited - Mumbai – Pune Road, Pimpri, Pune – 411018. (India)
Tel.: +91 20 2710 1000 Fax: +91 20 2742 6000 Visit us at: www.ksbindia.co.in
Registered Office : Office No. 601, Runwal R-Square, L.B.S. Marg, Mulund (West), Mumbai- 400080, Tel.: 022-2168 1300
Zonal Office : Chennai. Kolkata. Mumbai. Noida CIN: L29120MH1960PLC011



KSB/HR/GA/2022

Friday, November 03, 2022

Pratiksha Rokade,

BMCC, Pune.

Dear Ms. Pratiksha Rokade,

Provisional Selection Letter as Graduate Apprentice

Congratulations on your selection at KSB Limited...!

With reference to your participation in the Campus Drive Selection Process 2022 and the interviews you had with us, we are pleased to inform you that you have been provisionally selected as a Graduate Apprentice at our IPD/PPD location for one-year apprenticeship with a stipend of **Rs. 17000/-** per month.

Your selection as Apprentice will be subject to completion of following:

1. Successfully completion of medical fitness examination by Competent Authority.
2. On submitting all the required documents at the time of joining.

By accepting this Provisional Selection Letter, you are giving us assurance that you will NOT appear/participate in any further Campus Drives organized at your Institute or externally. On acceptance of this letter, you shall report for training on the joining date (will be communicated shortly) at Pimpri, IPD location.

Please get in touch with Ms. Kiran Agarwal (HR & OD) on the day of your joining.

Our formal Appointment letter of training including all the terms and conditions as discussed during the interview shall be issued to you on the day of your reporting.

The duplicate of this letter may please be signed by you and returned to us in token of your acceptance of this offer.

For **KSB LIMITED**

-sd-

Sudhir Aphale
General Manager – HR & OD

This document is digitally signed.

Mail to : (Head Office) KSB Limited - Mumbai – Pune Road, Pimpri, Pune – 411018. (India)
Tel.: +91 20 2710 1000 Fax: +91 20 2742 6000 Visit us at: www.ksbindia.co.in
Registered Office : Office No. 601, Runwal R-Square, L.B.S. Marg, Mulund (West), Mumbai- 400080, Tel.: 022-2168 1300
Zonal Office : Chennai. Kolkata. Mumbai. Noida CIN: L29120MH1960PLC011



KSB/HR/GA/2022

Friday, November 03, 2022

Vaibhav Yadav,

BMCC, Pune.

Dear Mr. Vaibhav Yadav,

Provisional Selection Letter as Graduate Apprentice

Congratulations on your selection at KSB Limited...!

With reference to your participation in the Campus Drive Selection Process 2022 and the interviews you had with us, we are pleased to inform you that you have been provisionally selected as a Graduate Apprentice at our IPD/PPD location for one-year apprenticeship with a stipend of **Rs. 17000/-** per month.

Your selection as Apprentice will be subject to completion of following:

1. Successfully completion of medical fitness examination by Competent Authority.
2. On submitting all the required documents at the time of joining.

By accepting this Provisional Selection Letter, you are giving us assurance that you will NOT appear/participate in any further Campus Drives organized at your Institute or externally. On acceptance of this letter, you shall report for training on the joining date (will be communicated shortly) at Pimpri, IPD location.

Please get in touch with Ms. Kiran Agarwal (HR & OD) on the day of your joining.

Our formal Appointment letter of training including all the terms and conditions as discussed during the interview shall be issued to you on the day of your reporting.

The duplicate of this letter may please be signed by you and returned to us in token of your acceptance of this offer.

For **KSB LIMITED**

-sd-

Sudhir Aphale
General Manager – HR & OD

This document is digitally signed.

Mail to : (Head Office) KSB Limited - Mumbai – Pune Road, Pimpri, Pune – 411018. (India)
Tel.: +91 20 2710 1000 Fax: +91 20 2742 6000 Visit us at: www.ksbindia.co.in
Registered Office : Office No. 601, Runwal R-Square, L.B.S. Marg, Mulund (West), Mumbai- 400080, Tel.: 022-2168 1300
Zonal Office : Chennai. Kolkata. Mumbai. Noida CIN: L29120MH1960PLC011

17-04-2022

Mr. Abhinav Kumar,
Emp ID: MS-
Pune.

OFFER LETTER

Dear Abhinav,

This is with reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of "Relationship Manager" at our Pune office on the terms and conditions mutually discussed and agreed.

Your CTC Will be Rs. 6,00,000/- Per Annum (Rupees Six Lakh only).

You are requested to submit all the documents listed below at the time of your joining:

1. Proof of Age / Education / Experience Certificates to be shown in original for reference.
2. Relieving letter or acceptance of your resignation letter from your present/previous employer.
3. Photocopies of ration card indicating name and permanent address
4. Present address proof
5. Aadhar Card Copy
6. PAN number and a self-attested photocopy of the PAN card (if available)
7. Salary slip/annual salary details from the present employer.
8. 2 passport size photographs (The photographs should not be older than 6 months from the date of receipt of this letter)
9. Cancel Cheque.

Original documents will be returned immediately once we take the prints at Head Office on the day of joining.

Kindly report for your duties on or before 19/04/2022 at the following address: Office 312, Rainbow Plaza, Shivar Chowk, Pimple Saudagar, Pune-27.

With any reason, if you do not join as per mentioned date, this letter will be considered as invalid. Kindly send us the duplicate copy duly signed by you, as a token of acceptance of our offer.

With best wishes,
For Magic Stone Prop Consultants LLP


Nilesh Anil Deshmukh
Partner



Address
OFFICE - 312, " Rainbow Plaza", Near Shivar Chowk, Pimple Saudagar, Pune - 411027

Maha Rare : A52100024317

22-12-2021

Mr. Atul Sharma,
Emp ID:- MS 496
Pune.

OFFER LETTER

Dear Atul,

This is with reference to your application and the subsequent interview you had with us. We are pleased to offer you the position of "Relationship Manager" at our Pune office on the terms and conditions mutually discussed and agreed.

Your CTC Will be Rs. 5, 64,000/- Per Annum. (Rupees Fivelac Sixty four thousand only)

The letter of appointment would be issued on or before 15th day of your joining, subject to satisfactory reference checks and completion of your joining formalities. You are requested to submit all the documents listed below at the time of you're joining:

1. Proof of Age / Education / Experience Certificates to be shown in original for reference.
2. Relieving letter or acceptance of your resignation letter from your present/previous employer.
3. Photocopies of ration card indicating name and permanent address
4. Present address proof
5. Aadhar Card Copy
6. PAN number and a self-attested photocopy of the PAN card (if available)
7. Salary slip/annual salary details from the present employer.
8. 4 passport size photographs (The photographs should not be older than 6 months from the date of receipt of this letter)
9. Cancel Cheque.

Original documents will be returned back immediately once we take the prints at Head Office on the day of joining.

Kindly report for your duties on or before 28/12/2021 at the following address: Office 310, Rainbow Plaza, Shivar Chowk, Pimple Saudagar, Pune-17

With any reason, if you do not join as per mentioned date, this letter will be considered as invalid. Kindly send us the duplicate copy duly signed by you, as a token of acceptance of our offer.

With best wishes,

For Magic Stone Prop Consultants LLP



Nish Anil Deshmukh
Partner

Address

OFFICE - 312, " Rainbow Plaza", Near Shivar Chowk, Pimple Saudagar, Pune - 411027

Date: : July 18, 2022

Sakshi Aurangabadkar
Pune

Dear Sakshi,

Subject: Offer of Employment cum Appointment order at NielsenIQ (India) Private Limited

We are very pleased to offer you employment at NielsenIQ (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the NielsenIQ family!

You would be joining the company as **Jr. Customer Service Associate** and in this role you will be based at **Pune**.

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - Jr. Customer Service Associate

Global Job Band –9

COE – Customer Success

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 4,77,008/-** which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 5,00,000 /-**. An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave (on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash

Provident Fund (EPF) and other statutory benefits -NielsenIQ contributes towards EPF and you hereby consent to such contribution, including your participation towards such EFP. In keeping with applicable law, you will be entitled to benefits such as under the Employee State Insurance Act, 1948 and the Payment of Gratuity Act, 1972, as is applicable to you.

Date: December 3, 2021

Vijay Balaji Bagate
Pune

Dear Vijay,

Subject: Offer of Employment cum Appointment order at Nielsen (India) Private Limited

We are very pleased to offer you employment at Nielsen (India) Private Limited We are the world's leading information and measurement company and are looked upon for providing customized and tailor made apt solutions to our clients in the Market Research space. We congratulate you on your decision to join this dynamic and motivated band of professionals and welcome you to the Nielsen family!

You would be joining the company as **Jr. Customer Service associate** and in this role you will be based at **Pune**.

However, you will appreciate that the company reserves the right to change your job title, job responsibilities, reporting relationship or the location of posting at any time.

The terms and conditions of the appointment are set forth below:

Position - "Jr. Customer Service associate"

Global Job Band – 9

COE – Customer Success

Salary & Perquisites - Your annual Total Base Salary (TBS) is **INR 483774 /-** which will be payable monthly on a pro-rata basis. Details of your annual salary and perks (Hypothetical CTC) are shown in the attached **Annexure-II**. Your hypothetical CTC is **INR 500000/-**. An annual performance review will be conducted to assess your performance and to provide the basis for salary review.

In order to maintain the highest standards for our new associates, a further condition of this offer is that you must successfully clear your final examinations. Nielsen requires an official copy of your Mark sheet within three months of your joining date. If you fail to meet this standard, Nielsen reserves the right to rescind this offer.

Leave Entitlement – You will be entitled to the following types of leaves:

- 24 days Privilege Leave (on confirmation, six months from the date of joining) as per company's policy;
- 10 days of Casual Leave (prorated from the date of joining, as leave is calculated as per Financial year) which cannot be carried forward or converted into cash;
- 8 days of Sick Leave which may be accumulated up to a maximum of 30 days but cannot be converted into cash.



24th Feb 2022

To,
Priya Chichirya
B-504, Park Titanium, Park
Street, Wakad- 411057
Email: priyachchirya@gmail.com
Ph: 7888012396

SUBJECT: OFFER OF EMPLOYMENT

We are pleased to offer you employment with "Noboru Consultancy Services Private Limited", for the position of "Management Trainee", subsequent to your job application and interviews you have had with us. After 6 months and upon confirmation of your training period completion, your position will be revised to "Analyst - Marketing Operations" and your salary will be revised as per the performance in the range of INR 2,50,000 to INR 350,000 (annual CTC) plus variables in the range of INR 50,000 to INR 100,000

Your fixed cost to the company (CTC) would be INR 1,68,000 per annum during the training period.

You are required to report to us within 07 days from the date of completion of your final exams in 2022 for fulfillment of your joining formalities. Please note that the offer terms mentioned are subject to your positive employment verification/background check.

Your employment will be governed by the rules, regulations and policies of the company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Please note that the terms mentioned in this document and all our meetings/discussions related to your candidature are confidential and you are not allowed to discuss/disclose this information to anyone without a written permission from our side.

Noboru World welcomes you and wishes you an enlightening journey ahead!

For **Noboru Consultancy Services Pvt. Ltd.**

Anjan Prasad

Director

Founder & CEO
Noboru Consultancy Services Pvt Ltd
Pune, Bangalore, Austin
Website: www.noboruworld.com

I have read and accepted
terms of the offer.

Corp Office:
Noboru Consultancy Service Pvt Ltd,
B-3 Gulmohar Residency, Baner Road,
Pune 411045



@noboruworld_

@noboru_world

/company/noboruworld

+91 6364 71 2338

www.noboruworld.com

operations@noboruworld.com

24th Feb 2022

Shubham Jagtap
A-2A Tirupati garden, near sainik society road,
Vijaynagar, Devlali camp, Nashik Road.
Email: shubhamjagtap@20154@gmail.com
Ph: 9359297654

SUBJECT: OFFER OF EMPLOYMENT

We are pleased to offer you employment with "Noboru Consultancy Services Private Limited", for the position of 'Management Trainee', subsequent to your job application and interviews you have had with us. After 6 months and upon confirmation of your training period completion, your position will be revised to "Analyst - Marketing Operations" and your salary will be revised as per the performance in the range of INR 2,50,000 to INR 350,000 (annual CTC) plus variables in the range of INR 50,000 to INR 100,000

Your fixed cost to the company (CTC) would be INR 1,68,000 per annum during the training period.

You are required to report to us **within 07 days from the date of completion of your final exams in 2022** for fulfillment of your joining formalities. Please note that the offer terms mentioned are subject to your positive employment verification/background check.

Your employment will be governed by the rules, regulations and policies of the company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Please note that the terms mentioned in this document and all our meetings/discussions related to your candidature are confidential and you are not allowed to discuss/disclose this information to anyone without a written permission from our side.

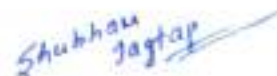
Noboru World welcomes you and wishes you an enlightening journey ahead!

For Noboru Consultancy Services Pvt. Ltd.,

Anjan Prasad

Director

Founder & CEO
Noboru Consultancy Services Pvt Ltd
Bangalore, Pune, Mumbai
Website: www.noboruworld.com



I have read and accepted
terms of the offer.



8th March 2022

To,
Tanishq Sahu
BMCC Pune
Ph: 8103092532
Email: Tanishqsahu568@gmail.com

SUBJECT: OFFER OF EMPLOYMENT

We are pleased to offer you employment with "Noboru Consultancy Services Private Limited", for the position of 'Management Trainee', subsequent to your job application and interviews you have had with us. After 6 months and upon confirmation of your training period completion, your position will be revised to "Analyst - Marketing Operations" and your salary will be revised as per the performance in the range of INR 2,50,000 to INR 350,000 (annual CTC) plus variables in the range of INR 50,000 to INR 100,000

Your fixed cost to the company (CTC) would be INR 1,80,000 per annum during the training period.

You are required to report to us **within 07 days from the date of completion of your final exams in 2022** for fulfilment of your joining formalities. Please note that the offer terms mentioned are subject to your positive employment verification/background check.

Your employment will be governed by the rules, regulations and policies of the company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Please note that the terms mentioned in this document and all our meetings/discussions related to your candidature are confidential and you are not allowed to discuss/disclose this information to anyone without a written permission from our side.

Noboru World welcomes you and wishes you an enlightening journey ahead!

Anjan Prasad

For Noboru Consultancy Services Pvt. Ltd.

Anjan Prasad
Director

Founder & CEO
Noboru Consultancy Services Pvt Ltd
Pune, Bangalore, Austin
Website: www.noboruworld.com

Alekh
I have read and accepted
terms of the offer.



24th Feb 2022

To,
Tanmay Karvande
Karvenagar, Pune-411052
Email: Karvenagar, Pune-411052
Ph: 9834932174

SUBJECT: OFFER OF EMPLOYMENT

We are pleased to offer you employment with "Noboru Consultancy Services Private Limited", for the position of **Management Trainee**, subsequent to your job application and interviews you have had with us. After 6 months and upon confirmation of your training period completion, your position will be revised to "Analyst - Marketing Operations" and your salary will be revised as per the performance in the range of **INR 2,50,000 to INR 350,000** (annual CTC) plus variables in the range of INR 50,000 to INR 100,000

Your fixed cost to the company (CTC) would be INR 1,68,000 per annum during the training period.

You are required to report to us **within 07 days from the date of completion of your final exams in 2022** for fulfillment of your joining formalities. Please note that the offer terms mentioned are subject to your positive employment verification/background check.

Your employment will be governed by the rules, regulations and policies of the company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

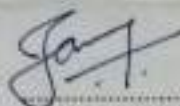
Please note that the terms mentioned in this document and all our meetings/discussions related to your candidature are confidential and you are not allowed to discuss/disclose this information to anyone without a written permission from our side.

Noboru World welcomes you and wishes you an enlightening journey ahead!

Anjan Prasad

Founder & CEO
Noboru Consultancy Services Pvt Ltd
Pune, Bangalore, Austin
Website: www.noboruworld.com

For Noboru Consultancy Services Pvt. Ltd.



I have read and accepted
terms of the offer.

Director



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



09-June-2022

Anekar Aishwarya Chandrakant
aishanekar.18@gmail.com
Sai Prasad bldg, Flat no.33
4th floor, Ghule nagar
Vadgoan Bk, Pune - 411041.

Dear Aishwarya,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Transfer Agency** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Anekar Aishwarya Chandrakant of Sai Prasad bldg, Flat no.33, 4th floor, Ghule nagar, Vadgoan Bk, Pune - 411041..

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

1. Conditions

Your employment is conditional on:

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



18-May-2022
Aparna Arvind Lokhande
aparnalokhande834@gmail.com

DATA PRIVACY NOTICE

1. INTRODUCTION

In order to comply with the applicable data protection legislation, Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“**Northern**”) has prepared this Data Privacy Notice (“**Notice**”) to outline our practices regarding the collection, use and disclosure of individually identifiable information (“**Personal Data**”) about you.

2. PURPOSE FOR WHICH PERSONAL DATA IS TO BE COLLECTED, USED AND/OR DISCLOSED

The purposes for which Northern may collect, use and/or disclose your Personal Data about you are set out in Schedule A hereto.

3. DESCRIPTION OF PERSONAL DATA

The following are the types of Personal Data which Northern may collect, use and disclose (although the list is not exhaustive):

- (a) Personal identifiers such as your, your spouse’s and your children’s name, maiden or previous names, gender, date and country of birth, nationality, race, marital status, residential and personal email addresses, telephone and mobile numbers, National Registration Identity Number, Foreign Identification Number, Tax Payer Identification Number, passport details, Emergency Contact Person Details (Name/Tel/Address/Relationship).
- (b) Financial or other identifiers such as your bank account details, debit or credit card information.
- (c) Personal details including photographs, personality, character, interests, leisure activities, physical and mental health records, disabilities, infirmities, racial or ethnic origin, religion, electoral register status, psychometric, ability and medical test results.
- (d) Current marriage or partnership, marital history, details of other family, household members, relationships to other employees.
- (e) Accommodation or housing, property held by data subject.
- (f) Immigration status and details, work permit details, provident fund contributions.



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



20-May-2022

Atharva Prashant Lokhande

lokhande1atharva@gmail.com

B4- 403 Rajyog Society, Besides Laygude Hospital

Sinhagad Road

Pune-411041

Dear Atharva,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Global Derivatives** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Atharva Prashant Lokhande of B4- 403 Rajyog Society, Besides Laygude Hospital, Sinhadgad Road, Pune-411041.

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

1. Conditions

Your employment is conditional on:

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



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
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SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



15-June-2022

Ayaan Anwar Malik
ayaanmalik42001@gmail.com
390,Rasta Peth,
Opp Ornellas High school,
Pune Maharashtra - 411011

Dear Ayaan,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Hedge Fund Services** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Ayaan Anwar Malik of 390,Rasta Peth, , Opp Ornellas High school,, Pune Maharashtra - 411011.

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

1. Conditions

Your employment is conditional on:

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



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



31-May-2022
PATIL CHINMAY DEVIDAS
patilchinmay356@gmail.com
C-5 SHUBHASHREE WOODS
PIMPLE SAUDAGAR
PUNE - 27

Dear CHINMAY,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Global Reconciliations** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and PATIL CHINMAY DEVIDAS of C-5 SHUBHASHREE WOODS, PIMPLE SAUDAGAR, PUNE - 27.

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

1. Conditions

Your employment is conditional on:

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Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



14-June-2022
DISHA SANJAY KALERA
dishakalera@gmail.com
Building no A7, Flat no 701
Ganga Satellite, Wanowrie
Pune-411040

Dear DISHA,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Global Reconciliation** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and DISHA SANJAY KALERA of Building no A7, Flat no 701, Ganga Satellite, Wanowrie, Pune-411040.

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

1. Conditions

Your employment is conditional on:

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Maharashtra, India.
Main - +91(20) 48538200



31-May-2022

Jasjit Kaur Bal

jasjitkaurbal2001@gmail.com

Flat No 401, Apoorva Apartment,

Ramnagar Colony,

Bavdhan, Pune -411021

Dear Jasjit,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Transfer Agency** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Jasjit Kaur Bal of Flat No 401, Apoorva Apartment, , Ramnagar Colony, , Bavdhan, Pune -411021.

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1. Conditions

Your employment is conditional on:

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- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
- (d) should Northern request it, a medical assessment and report satisfactory to Northern;
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Maharashtra, India.
Main - +91(20) 48538200



26-May-2022

Kavya Balakrishnan

kavya.balakrishnan2302@gmail.com

Gat no. 1426, Siddhivinayak Housing Society,

Opp mhetre garden, mhetre wasti,

sane chowk, Chikhali, Pune - 411062

Dear Kavya,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Hedge Fund Services** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Kavya Balakrishnan of Gat no. 1426, Siddhivinayak Housing Society, , Opp mhetre garden, mhetre wasti, , sane chowk, Chikhali, Pune - 411062.

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1. Conditions

Your employment is conditional on:

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- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
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Maharashtra, India.
Main - +91(20) 48538200



18-May-2022

Namrata Suresh Chavan
namratachavan399@gmail.com
Gokuldharm Pawar Colony,
Bidve Engineering College side,
Barshi Road, Latur-413512

Dear Namrata,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Fund Accounting** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Namrata Suresh Chavan of Gokuldharm Pawar Colony, , Bidve Engineering College side, , Barshi Road, Latur-413512.

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

1. Conditions

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
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Maharashtra, India.
Main - +91(20) 48538200



02-June-2022

Riya Vijaykumar Palsule
riyapalsule@gmail.com
No. 11, Durga Building, Shree Mahalaxmi Nagar,
Near Lake Town,
Bibwewadi, Pune - 411037

Dear Riya,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Global FX** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Riya Vijaykumar Palsule of No. 11, Durga Building, Shree Mahalaxmi Nagar, , Near Lake Town, , Bibwewadi, Pune - 411037.

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

1. Conditions

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
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Maharashtra, India.
Main - +91(20) 48538200



31-May-2022
Sarthak Tambe
tambe.sarthak@gmail.com
D-5, Kachnar City,
Vijay Nagar,
Jabalpur, MP, 482002.

Dear Sarthak,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Global Reconciliations** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Sarthak Tambe of D-5, Kachnar City,, Vijay Nagar,, Jabalpur, MP, 482002..

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

1. Conditions

Your employment is conditional on:

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SEZ Unit:
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EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



27-May-2022

Shreya Raghuveer Bhat
shreyabhat456@gmail.com
2927/2
Navi Chate Galli
Barshi - 413401

Dear Shreya,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Hedge Fund Services** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Shreya Raghuveer Bhat of 2927/2 , Navi Chate Galli, Barshi - 413401.

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1. Conditions

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Maharashtra, India.
Main - +91(20) 48538200



09-June-2022

Shreyash Shrikant Bangad
shreyashbangad18@gmail.com
Flat no 1, Kalpataru Appt, S no. 11/ 1A/3
near Laxminarayannagar , Erandawane,
Pune - 411004

Dear Shreyash,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Fund Accounting** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Shreyash Shrikant Bangad of Flat no 1, Kalpataru Appt, S no. 11/ 1A/3, near Laxminarayannagar , Erandawane, , Pune - 411004.

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1. Conditions

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Maharashtra, India.
Main - +91(20) 48538200



31-May-2022

Shruti Ravindra Hegde
shrutihegde2000@gmail.com
34-C, Isher Apartments,
Near Khadki Railway Station,
Aundh Road, Pune - 411020

Dear Shruti,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Cash FX Ops** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Shruti Ravindra Hegde of 34-C, Isher Apartments, , Near Khadki Railway Station, , Aundh Road, Pune - 411020.

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

1. Conditions

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
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Maharashtra, India.
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08-June-2022

Shubham Pratap Honshette
sphonshette@gmail.com
Ambika 101, Sargam
Society, Karve Nagar,
Pune 411052

Dear Shubham,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Fund Accounting** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Shubham Pratap Honshette of Ambika 101, Sargam , Society, Karve Nagar,, Pune 411052.

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

1. Conditions

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Maharashtra, India.
Main - +91(20) 48538200



06-June-2022

Snehal Baban Haral

snehalharal01@gmail.com

Sr.no 147/1/1/33, Ganesh nagar

Colony No 2, Sm apartment, Bopkhel

Teh- Haveli, Dist- Pune - 411031.

Dear Snehal,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Entitlements** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Snehal Baban Haral of Sr.no 147/1/1/33, Ganesh nagar , Colony No 2, Sm apartment, Bopkhel, Teh- Haveli, Dist- Pune - 411031..

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

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Maharashtra, India.
Main - +91(20) 48538200



01-June-2022

Vaishnavi Rajkumar Yengula
yengulavaishnavi@gmail.com
Flat G 301, Runal's Royal casa,
D Y Patil College road,
Ravet Pune – 412101

Dear Vaishnavi,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Fund Accounting** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Vaishnavi Rajkumar Yengula of Flat G 301, Runal's Royal casa, , D Y Patil College road, , Ravet Pune – 412101.

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

1. Conditions

Your employment is conditional on:

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



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



19-May-2022

Vijay Prakashpati Dwivedi
30vijay11@gmail.com
Shiv Parvati Housing Society
Near Sane Chowk, Morewasti,
Chikhali, Pune- 411062

Dear Vijay,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Fund Accounting** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Vijay Prakashpati Dwivedi of Shiv Parvati Housing Society, Near Sane Chowk, Morewasti, , Chikhali, Pune- 411062.

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

1. Conditions

Your employment is conditional on:

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



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EON Kharadi Infrastructure Pvt. Ltd. – SEZ,
Survey No.72/2/1, Kharadi, Pune – 411 014,
Maharashtra, India.
Main - +91(20) 48538200



31-May-2022

Viraj Balasaheb Mandale
virumandale@gmail.com
Flat No 10, B Wing, P.S Tower,
Opp Noble Hospital, Magarpatta,
Hadapsar, Pune - 411028

Dear Viraj,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst I** in our **Global Reconciliations** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, Tower A, 13th to 16th Floor, EON Free Zone- II, EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Pune – 411 014 (“Northern”) and Viraj Balasaheb Mandale of Flat No 10, B Wing, P.S Tower, , Opp Noble Hospital, Magarpatta, , Hadapsar, Pune - 411028.

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

1. Conditions

Your employment is conditional on:

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





14-Jul-2022,
Abhishek Singh,
Pune, Maharashtra, 411038
Contact Number: 9028091874

Subject: OFFER LETTER

Dear **Abhishek**,

We are pleased to offer you an appointment for the Designation of **Sales Officer - Secured** on the following terms and agreement:

1. Period of Employment

- 1.1. Your employment will commence on **18-Jul-2022** or any date mutually agreed and will continue an on-going basis, until terminated by either party as per Clause 6 of this Employment Agreement
- 1.2. The retirement age at the Company is 60 (sixty) years. Your employment will cease automatically and without requiring us to serve any notice to the said effect, on the date of your 60th (sixtieth) birthday.

2. Hours of Work & Workplace

- 2.1. You shall be based in our **Pune** office but may be required to serve the company, Group company, subsidiary in any place existing or which may come up in existence in future within or outside India, as required.
- 2.2. You may, at the discretion of the Company, be transferred to any of the divisions, departments, in the Company, its subsidiaries, branches or associate companies and you shall abide by the standing orders and services rules prevailing in such place/ entity without entitlement to any extra remuneration.

3. Rewards Structure

Our rewards structure for the above mentioned position is a bouquet of the following components:

- 3.1. **Fixed Compensation:** Your annual fixed compensation will be **Rs. 200000 (Rs. Two Lakh)** payable in 12 equal monthly instalments in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. This annual fixed compensation is inclusive of all statutory payments that the Company is required to make to you and on your behalf.
- 3.2. **Business Incentive:** You will be eligible for business incentives and contests as per incentive and contest schemes launched from time to time.
- 3.3. **Recovery:** You hereby authorise the Company to deduct from your salary (including any salary, leave pay, sick pay and pay in lieu of notice period, Incentives, Performance Bonus) all debts or sums owed by you to the Company, its subsidiaries or associate companies, including any outstanding loans (and interest thereon) due to the Company, its subsidiaries or associate companies from you.
- 3.4. **Withholding:** The remuneration including Salary, Bonuses, Monetary rewards and Incentives shall be subject to applicable taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law.

Protium Business Services Private Limited

Registered and Corporate Office Address: Nirlon Knowledge Park (NKP), B6, 2nd Floor, Pahadi Village, Off Western Express Highway, Cama Industrial Estate, Goregaon (East), Mumbai 400 063, Maharashtra

CIN: U72900MH2021PTC356128

Website: www.protium.co.in

A Wholly Owned Subsidiary of Growth Source Financial Technologies Private Limited



Ref: HR/MAR/22/A3/59803763/60399644/1001162346

Date: 10 March, 2022

Ms. Dakshayani Gaikwad
Godrej Prana Society
Opp. To TATA Inora park , Godrej prana
Pune Cantt East 411001
Maharashtra, India

Dear **Ms. Dakshayani**

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

We are pleased to offer you employment as **Graduate Trainee** in **Senior Executive - A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Bhiwandi, Maharashtra.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration.

This offer is subject to your joining us on or before 10 August, 2022.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum.

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

ii. Retirals: Rs. 27,795/- (Rupees Twenty Seven Thousand Seven Hundred Ninety Five Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

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

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

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





Ref: HR/MAR/22/A3/59801652/60352414/1001162343

Date: 10 March, 2022

Mr. Harsh Chandak
western hills phase 1
near ohan agar cooperative society
Sus 411021
Maharashtra, India

Dear **Mr. Harsh**

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

We are pleased to offer you employment as **Graduate Trainee Engineer** in **Senior Executive - A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Bhiwandi, Maharashtra.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration.

This offer is subject to your joining us on or before 10 August, 2022.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum.

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

ii. Retirals: Rs. 27,795/- (Rupees Twenty Seven Thousand Seven Hundred Ninety Five Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

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

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

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





Ref: HR/APR/22/A3/59812250/60194916/1001184521

Date: 06 April, 2022

Mr. Hitanshu Patel
Sardar chowk, Bahurupa
Bahurupa
Hathoda 394380
Gujarat, India

Dear **Mr. Hitanshu**

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

We are pleased to offer you employment as **Graduate Trainee** in **Senior Executive - A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Pune, Maharashtra.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration.

This offer is subject to your joining us on or before 10 August, 2022.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum.

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

ii. Retirals: Rs. 27,795/- (Rupees Twenty Seven Thousand Seven Hundred Ninety Five Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

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

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

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





Ref: HR/MAR/22/A3/59801053/60352415/1001162356

Date: 10 March, 2022

Mr. Rajveet singh Bandral
Sankalp nagri ,dhanori
Dhanori
Dhanori 411015
Maharashtra, India

Dear **Mr. Rajveet singh**

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

We are pleased to offer you employment as **Graduate Trainee Engineer** in **Senior Executive - A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Bhiwandi, Maharashtra.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration.

This offer is subject to your joining us on or before 10 August, 2022.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum.

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

ii. Retirals: Rs. 27,795/- (Rupees Twenty Seven Thousand Seven Hundred Ninety Five Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

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

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

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





Ref: HR/MAR/22/A3/59801213/60397989/1001167813

Date: 15 March, 2022

Ms. Rutuja Dalvi
Building A- Ganeshraj Park
Sairaj Residency
Pimple Gurav 411061
Maharashtra, India

Dear **Ms. Rutuja**

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

We are pleased to offer you employment as **Graduate Trainee** in **Senior Executive - A3 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Pune, Maharashtra.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration.

This offer is subject to your joining us on or before 10 August, 2022.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 3,00,000/- (Rupees Three Lac(s) Only) per annum.

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

ii. Retirals: Rs. 27,795/- (Rupees Twenty Seven Thousand Seven Hundred Ninety Five Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

3. GENERAL:

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

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

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



Dear **Ashwin Mahesh Prabhu**,

Greetings from SG Analytics!!

Congratulations on clearing our selection process. We welcome you to be a part of SG Analytics.

As per discussions you would be offered a project in `{{job_sub_department}}` domain.

Designation – Consultant

Monthly compensation – INR 25,000 *

Joining date – 29 March 2022

Project end date – 28 September 2022

- Daily work hours – 10/11 AM to 7/8 PM. Working hours do provide flexible hours starting 8 AM to 7 PM every working day of week
- One paid leave per month will be available through the length of the project. It cannot be carried forward, nor encashed
- SGA reserves the right to extend the project duration subject to business requirement
- During the tenure of this contract, either party can terminate this contract by giving 30 days' notice to the other party
- Project needs flexibility of hours in order to meet business requirements

Kindly send your acceptance by today end of the day stating that you accept the offer.

On your first day you need to provide following documents originals as well as a copy of it.

- 1 passport size photographs
- 2 photocopy of Pan card
- 2 photocopy of permanent address proof, valid passport
- 10th and 12th mark sheet and Certificate
- Graduation & Post graduation mark sheet and certificate

***TDS will be deducted as per Income tax law.**

Best Regards,

For **SG ANALYTICS PVT LTD**



SANDEEP DATTA

Head – Human Resources & Administration

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6th Floor, Wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India
Tel +91 20 6730 7200 | PAN No: AAKCS7498H | CIN No:U74140PN2007PTC145594

Dear **Kshitij Bapusaheb Jagtap**,

Greetings from SG Analytics!!

Congratulations on clearing our selection process. We welcome you to be a part of SG Analytics.

As per discussions you would be offered a research project.

Designation - Consultant

Monthly compensation: INR 25,000 (Annexure)

Joining date - 16 February 2022

Project end date -21 May 2022

- Daily work hours - 10/11 AM to 7/8 PM. Working hours do provide flexible hours starting 8 AM to 7 PM every working day of week
- One paid leave per month will be available through the length of the project. It cannot be carried forward, nor encashed
- SGA reserves the right to extend the project duration subject to business requirement
- During the tenure of this contract/ internship (as applicable), either party can terminate this contract by giving 30 days' notice to the other party
- Project needs flexibility of hours in order to meet business requirements

Kindly send your acceptance by today end of the day stating that you accept the offer.

On your first day you need to provide following documents originals as well as a copy of it.

- 1 passport size photographs
- 2 photocopy of Pan card
- 2 photocopy of permanent address proof, valid passport
- 10th and 12th mark sheet and Certificate
- Graduation & Post graduation mark sheet and certificate

Best Regards,

For **SG ANALYTICS PVT LTD**



SANDEEP DATTA

Head - Human Resources & Administration

SG ANALYTICS PRIVATE LIMITED

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Tel +91 20 6730 7200 | PAN No: AAKCS7498H | CIN No:U74140PN2007PTC145594

Annexure

CTC breakup

| Particulars | Amount |
|---------------------|--------|
| Gross Pay per month | 25,000 |
| Retainer* | 2,500 |
| Net Pay per month | 22,500 |

TDS will be deducted as per Income tax law.

***Compensation includes 10% retainer, which will be paid with the last month's salary payout once you successfully complete the tenure with SGA.**

Dear **Mansvi Amritkar**,

Greetings from SG Analytics!!

Congratulations on clearing our selection process. We welcome you to be a part of SG Analytics.

As per discussions you would be offered a research project.

Designation - Consultant

Monthly compensation: INR 25,000 (Annexure)

Joining date - 21 February 2022

Project end date -21 July 2022

- Daily work hours - 10/11 AM to 7/8 PM. Working hours do provide flexible hours starting 8 AM to 7 PM every working day of week
- One paid leave per month will be available through the length of the project. It cannot be carried forward, nor encashed
- SGA reserves the right to extend the project duration subject to business requirement
- During the tenure of this contract/ internship (as applicable), either party can terminate this contract by giving 30 days' notice to the other party
- Project needs flexibility of hours in order to meet business requirements

Kindly send your acceptance by today end of the day stating that you accept the offer.

On your first day you need to provide following documents originals as well as a copy of it.

- 1 passport size photographs
- 2 photocopy of Pan card
- 2 photocopy of permanent address proof, valid passport
- 10th and 12th mark sheet and Certificate
- Graduation & Post graduation mark sheet and certificate

Best Regards,

For **SG ANALYTICS PVT LTD**



SANDEEP DATTA

Head - Human Resources & Administration

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6th Floor, Wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India
Tel +91 20 6730 7200 | PAN No: AAKCS7498H | CIN No:U74140PN2007PTC145594

Annexure

CTC breakup

| Particulars | Amount |
|---------------------|--------|
| Gross Pay per month | 25,000 |
| Retainer* | 2,500 |
| Net Pay per month | 22,500 |

TDS will be deducted as per Income tax law.

***Compensation includes 10% retainer, which will be paid with the last month's salary payout once you successfully complete the tenure with SGA.**

02 December 2021

Dear **Mayuri Karle**,

Greetings from SG Analytics!!

Congratulations on clearing our selection process. We welcome you to be a part of SG Analytics.

As per discussions you would be offered a project in Research – Investment Research (IR) domain.

Designation – Consultant - Fund Data Process

Monthly Compensation – INR 25,000 + Incentives upto INR 15,000 (based on performance) which would be paid with Subsequent month's payout

Contract start date – 08 December 2021

Contract end date – 31 March 2022

- Flexible working hours per day – effective 9 hours of working in between 8.00 AM to 8.00 PM which will include 1 hour of break
- One paid leave per month will be available through the length of the project. It cannot be carried forward, nor encashed
- The contract can be terminated post 1 month in case of unsatisfactory performance
- SGA reserves the right to extend the project duration subject to business requirement
- During the tenure of this contract/ internship (as applicable), either party can terminate this contract by giving 15 days' notice to the other party
- Project needs flexibility of hours in order to meet business requirements

Kindly send your acceptance by today end of the day stating that you accept the offer.

On your first day you need to provide following documents originals as well as a copy of it

- 1 passport size photographs
- 2 photocopies of Pan card
- 2 photocopies of any address proof or valid passport
- 10th and 12th mark sheet and certificates
- Graduation & Post graduation mark sheets and certificates

***TDS will be deducted as per Income tax law.**

Best Regards,

For **SG ANALYTICS PVT LTD**



SANDEEP DATTA

Head – Human Resources & Administration

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6th Floor, Wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India
Tel +91 20 6730 7200 | PAN No: AAKCS7498H | CIN No:U74140PN2007PTC145594

08 December 2021

Dear **Pooja thorat**,

Greetings from SG Analytics!!

Congratulations on clearing our selection process. We welcome you to be a part of SG Analytics.

As per discussions you would be offered a project in Research – Investment Research (IR) domain.

Designation – Consultant - Fund Data Process

Monthly Compensation – INR 25,000 + Incentives upto INR 15,000 (based on performance) which would be paid with Subsequent month's payout

Contract start date – 09 December 2021

Contract end date – 31 March 2022

- Flexible working hours per day – effective 9 hours of working in between 8.00 AM to 8.00 PM which will include 1 hour of break
- One paid leave per month will be available through the length of the project. It cannot be carried forward, nor encashed
- The contract can be terminated post 1 month in case of unsatisfactory performance
- SGA reserves the right to extend the project duration subject to business requirement
- During the tenure of this contract/ internship (as applicable), either party can terminate this contract by giving 15 days' notice to the other party
- Project needs flexibility of hours in order to meet business requirements

Kindly send your acceptance by today end of the day stating that you accept the offer.

On your first day you need to provide following documents originals as well as a copy of it

- 1 passport size photographs
- 2 photocopies of Pan card
- 2 photocopies of any address proof or valid passport
- 10th and 12th mark sheet and certificates
- Graduation & Post graduation mark sheets and certificates

***TDS will be deducted as per Income tax law.**

Best Regards,

For **SG ANALYTICS PVT LTD**



SANDEEP DATTA

Head – Human Resources & Administration

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6th Floor, Wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India
Tel +91 20 6730 7200 | PAN No: AAKCS7498H | CIN No: U74140PN2007PTC145594

Dear **Shripad Joshi**,

Greetings from SG Analytics!!

Congratulations on clearing our selection process. We welcome you to be a part of SG Analytics.

As per discussions you would be offered a project in `{{job_sub_department}}` domain.

Designation – Consultant

Monthly compensation – INR 25,000 *

Joining date – 29 March 2022

Project end date – 28 September 2022

- Daily work hours – 10/11 AM to 7/8 PM. Working hours do provide flexible hours starting 8 AM to 7 PM every working day of week
- One paid leave per month will be available through the length of the project. It cannot be carried forward, nor encashed
- SGA reserves the right to extend the project duration subject to business requirement
- During the tenure of this contract, either party can terminate this contract by giving 30 days' notice to the other party
- Project needs flexibility of hours in order to meet business requirements

Kindly send your acceptance by today end of the day stating that you accept the offer.

On your first day you need to provide following documents originals as well as a copy of it.

- 1 passport size photographs
- 2 photocopy of Pan card
- 2 photocopy of permanent address proof, valid passport
- 10th and 12th mark sheet and Certificate
- Graduation & Post graduation mark sheet and certificate

***TDS will be deducted as per Income tax law.**

Best Regards,

For SG ANALYTICS PVT LTD



SANDEEP DATTA

Head – Human Resources & Administration

SG ANALYTICS PRIVATE LIMITED

Registered and Head Office: 601 & 602, 6th Floor, Wing 2, Cluster C, EON Free Zone, Kharadi, Pune 411014, Maharashtra, India
Tel +91 20 6730 7200 | PAN No: AAKCS7498H | CIN No:U74140PN2007PTC145594



To,
Ms. Bhuvaneshwari Balkrishna Nagalkar
360, Ganj Peth,
Pune - 411 042
Mobile 9359155257
Email: bhurwinagalkar@gmail.com

SHONAN
ENGINEERING WORKS
PVT. LTD.
PROJECT ENGINEERS & CONTRACTORS
4, SAI COMPLEX, F. C. ROAD,
OPP. HOTEL ROOPALI, PUNE - 411 004.
TEL. (020) 25673561/25873562
E-mail : info@shonan.co.in

Ref: RSSM/1/ 2022

Date: 22.04.2022

Sub: Appointment offer Letter

Dear Ms. Bhuvaneshwari,

This has reference to your Application and personal Interview had with us on: 22.04.2022. Accordingly we are glad to inform you that, we have decided to appoint you as a "Accounts Assistant" at our Head Office in our organization. The terms & conditions of the service would be as follows.

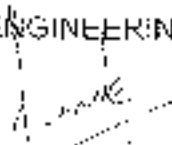
1. Training Amt. : Rs. 12 000/- P.M.
2. Conveyance Allowance : Rs. 700/- P.M.
3. Mobile Allowance : Rs. 300/- P.M.
4. Probation Period : 15 months
5. Joining Place : Head Office
6. In case of job termination or resigned by either party has to give one month notice.


On acceptance of above terms & conditions, you are requested to join the service from 25.04.2022. Please send signed copy of this letter as token of acceptance along with 1 copy of passport size photograph, address proof, qualification certificates, if any.

Thanking you

FOR SHONAN ENGINEERING WORKS PVT. LTD.

I accept the above appointment
letter and agree to abide as per
The Terms & Conditions mentioned above:


(Director)


(Ms. Bhuvaneshwari Nagalkar)

| | |
|---------------------|--|
| Worksite Chennai | : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India |
| Worksite Coimbatore | : Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India. |
| Worksite Pune 1 | : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarma Ashoka Park, Opposite to Airport Road, Vengalwad, Pune -411 006, India. |
| Registered Office | : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India. |

Date: September 13, 2022

Private & Confidential

AKSHAT SHRIVASTAVA

**Infront Of Gupteshwar Mandir Inside Fort
Vidisha (m.p.),
Vidisha,
Madhya Pradesh,
India - 464001**

Document ID - 18796146-6317-41b5-b3fe-acdc3c168449

Dear AKSHAT,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on September 15, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- dhirajumesh.rathod@hcl.com , failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

| | |
|---------------------|--|
| Worksite Chennai | : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist. Chennai-603 103, India |
| Worksite Coimbatore | : Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India. |
| Worksite Pune 1 | : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vengalwad, Pune-411 006, India. |
| Registered Office | : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India. |

Date: September 1, 2022

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Hrishikesh Nitin Jadhawar

**14, Poornima Apartments, Darshan Park
DP Road, Aundh Pune,
Pune,
Maharashtra,
India - 411007**

Document ID - 658f34af-a4fa-4dbc-b81e-6344f03a72ce

Dear Hrishikesh,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on September 7, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

Date: September 1, 2022

Private & Confidential

Kajal Girish Ashtekar

**GURUKUL 11/1 A, Mahalakshmi Complex Lane
Karve Nagar, Pune,
Pune,
Maharashtra,
India - 411052**

Document ID - 993ee38a-557d-445e-9c41-6e821d258168

Dear Kajal,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on September 7, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Saranai Ashoka Park, Opposite to Airport Road, Vengalwad, Pune -411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: August 5, 2022

Private & Confidential

Nikita Vitthal Nagane

Savli girls hostel ganeshwadi, shivajinagar, Pune
Savli girls hostel ganeshwadi shivajinagar Pune,
Pune,
Maharashtra,
India - 411004

Document ID - 6c8e54b6-fe72-42bb-add8-6e7848ceb83f

Dear Nikita,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on August 10, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

Signature of the employee

| | |
|---------------------|--|
| Worksite Chennai | : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India |
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| Registered Office | : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India. |

Date: September 1, 2022

Private & Confidential

Pravin Pradeep Surwase

**B7, Aanandshri Apartment , Kabir Bagh Narayan Peth
Pune,
Pune,
Maharashtra,
India - 411030**

Document ID - a3e23d34-033f-4f94-9093-95c263d54659

Dear Pravin ,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on September 7, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarnal Ashoka Path, Opposite to Airport Road, Vengalwad, Pune -411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: August 5, 2022

Private & Confidential

RASHMI RAJENDRA JOSHI

BEHIND

NIRANKARI

BHAWAN

**AMBIKA NAGAR, LAKHALA WASHIM,
Pune,
Maharashtra,
India - 411000**

Document ID - 96781ac9-1e32-48e5-877c-03e9849033e8

Dear RASHMI,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on August 10, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City, Tower 7, Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

Signature of the employee

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

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Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Saranai Ashoka Path, Opposite to Airport Road, Vengalwad, Pune -411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: August 5, 2022

Private & Confidential

Reshma Ramchandra Dhavale

**Sr. No. 7, Sai nagar hingne khurd sinhad road
Sr. No. 7, Sai nagar hingne khurd sinhad road,
Pune,
Maharashtra,
India - 411051**

Document ID - 77b6160c-628f-4ce8-9e3d-7fa971d25db6

Dear Reshma,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on August 10, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

Signature of the employee

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarnal Ashoka Path, Opposite to Airport Road, Vengalwad, Pune -411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: August 9, 2022

Private & Confidential

Sakshi Suhas Kulkarni

**Flat No. 6 Ashwagandha Apartment Konark Nagar
Near Dawat Hotel, Jule Solapur,
Solapur,
Maharashtra,
India - 413004**

Document ID - b357a631-3453-4dd5-adbb-635126394f5f

Dear Sakshi,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on August 10, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Signature of the employee

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

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Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: August 9, 2022

Private & Confidential

Sanika Sushil Inamdar

**Sector No 27/A Plot No 253 Nigdi Pradhikaran
Sector No 27/A Plot No 253 Nigdi Pradhikaran,
Pune,
Maharashtra,
India - 411044**

Document ID - 5ece5e32-3b33-4ab7-8f71-6f69aeab8e19

Dear Sanika,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on August 10, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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Signature of the employee

| | |
|---------------------|--|
| Worksite Chennai | : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist. Chennai-603 103, India |
| Worksite Coimbatore | : Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India. |
| Worksite Pune 1 | : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarma Ashoka Park, Opposite to Airport Road, Vengalwad, Pune -411 006, India. |
| Registered Office | : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India. |

Date: September 1, 2022

Private & Confidential

Sanil Raju Adep

**Home No 1/3, Ekvira chowk
Pipeline Road, Savedi, Ahmednagar,
Ahmednagar,
Maharashtra,
India - 414003**

Document ID - 6eef4a56-f185-419b-b3f1-e52b27b1ecf5

Dear Sanil Raju,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on September 7, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

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Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarnal Ashoka Path, Opposite to Airport Road, Vengalwad, Pune -411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: June 22, 2022

Private & Confidential

Santosh Bhaguji Shelke

**lane 91 near shankar mandirjanta vasahat pune cit
lane 91 near shankar mandirjanta vasahat pune cit,
Pune,
Maharashtra,
India - 411009**

Document ID - 78d5fba5-ea73-493a-894b-47a823a7f9b8

Dear Santosh,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on June 29, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- This is a system generated (offer and appointment letter) document. Agreeing to the terms and conditions in the workflow of iTap (Company's web based application) is as good as signing of physical contract form on mutual agreement between you and the Company. It has legal binding as per the law if mutual trust is breached. You are requested to accept the offer within 07 days and mail the confirmation of acceptance to recruiter's email id- kartikeyasati.pansa@hcl.com , failing which the offer will stand null and void.
- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

Date: June 22, 2022

Private & Confidential

Shrutika Santosh Chavan

sr. no. 112/B, Dhanori road, Vishranwadi pune
Sr. No.112/B, Dhanori road, Vishranwadi pune,
Pune,
Maharashtra,
India - 411015

Document ID - 4cdc66ab-7451-4475-9924-0fc7ffb08c85

Dear Shrutika,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on June 29, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

1

SIGNATURE OF EMPLOYEE:

| | |
|---------------------|--|
| Worksite Chennai | : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist. Chennai-603 103, India |
| Worksite Coimbatore | : Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India. |
| Worksite Pune 1 | : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarma Ashoka Path, Opposite to Airport Road, Vengalwad, Pune -411 006, India. |
| Registered Office | : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India. |

Date: September 1, 2022

Private & Confidential

SHUBHENDU SAURABH JHA

ADHIRAJ BUILDING , 26/268 Gokhalenagar
Near Vetal Baba Mandir. Pune -411016,
Pune,
Maharashtra,
India - 411016

Document ID - 34592a6c-4bce-4784-aad5-71b711b17f97

Dear SHUBHENDU SAURABH,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on September 7, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

Worksite Chennai : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist, Chennai-603 103, India

Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Sarnal Ashoka Path, Opposite to Airport Road, Vengalwad, Pune -411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India.

Date: June 22, 2022

Private & Confidential

Swarangi Sunil Khire

**209, Rajgadh Apartment,
Satyakamal colony, talegaon station,
Talegaon Dabhade,
Maharashtra,
India - 410507**

Document ID - 0f29011e-eb26-438a-b07a-ff02d0969deb

Dear Swarangi,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on June 29, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
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- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when

| | |
|---------------------|--|
| Worksite Chennai | : ETA Technopark -Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Newkur Village and Panchayat, Thirupur Panchayat Union, Chengalpattu Taluk, Kanchipuram Dist. Chennai-603 103, India |
| Worksite Coimbatore | : Module 1-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India. |
| Worksite Pune 1 | : Connerzone, Unit 401, 4th Floor In Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vengalwad, Pune -411 006, India. |
| Registered Office | : 806, Siddharth, 96, Nehru Place, New Delhi - 110 019, India. |

Date: September 1, 2022

Private & Confidential

Tejal Ghansham Kamble

**Kakade park, F1-10, near podar school, chinchwad
Kakade park, F1-10, near podar school, chinchwad,
Chinchwad,
Maharashtra,
India - 411033**

Document ID - fac3ff62-61ea-48b7-b5e9-c8792a6ff819

Dear Tejal Ghansham,

- Congratulations! With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **Analyst**. You are required to report on September 7, 2022 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, PuneSEZ-Magarpatta City,Tower 7,Wing A&B.**
- Your annual compensation would be **Rs. 240000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
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- Your employment may be subject to you being declared medically fit by a registered medical practitioner. Company shall request for the same as and when



Date: 01 Mar 2022

Ms Shivani Subhash Dant
A 601 B New
KopareGaothan SocietyKarve Nagar
Pune 411052

Employee No: 2355264
Dear Ms Shivani Subhash Dant

Appointment Letter

We are pleased to appoint you in our organization as Project Accounting Admin subject to the following terms and conditions:

1. Your contract will commence from 01 Mar 2022 and expire on 28 Feb 2023 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 01 Mar 2022 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.

This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

Doc ID: TL/59E002F9A47



Date: 01 Mar 2022

Mr Shubham Sampat Kolekar
House No 6 Shivnery Colony
No 2 Near Shitaladevi Temple Bopkhel
Pune 411031

Employee No: 2355255

Dear Mr Shubham Sampat Kolekar

Appointment Letter

We are pleased to appoint you in our organization as Project Accounting Admin subject to the following terms and conditions:

1. Your contract will commence from 01 Mar 2022 and expire on 28 Feb 2023 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 01 Mar 2022 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
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6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
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Doc ID: TL/978EA8F0397



Symphony Technologies Pvt Ltd
B/4, Saket, Vidnyan nagar Lane,
Bawdhan, Pune 411021
Tel: +91.20.22951276/22952158
Email:mail@symphonytech.com

May 05, 2022

Kerman Mistry

Pune

Offer Letter

Dear Mr. Kerman Mistry,

We are pleased to offer you employment as a Sales & Marketing Executive on the following terms and conditions:

- 1 Your total remuneration shall be 2.64 Lakhs Per Annum Indian Rupees. This includes Basic, Allowances, Statutory contributions and other benefits as governed by company policies, subject to Income Tax and Profession Tax regulations and deductions in force from time to time.
- 2 A detailed appointment order, outlining the break-up of your salary and terms and conditions shall be issued when you join the organization.
- 3 You will be on probation for a period of 6 months for the first 6 months of your job. The probation period may be extended, at the sole discretion of the management.
- 4 This offer is subject to acceptance from your end, clearances of your reference check.
- 5 Please sign and return a duplicate copy of this letter in acceptance of the above. Failing to do so by 15/05/2022, this offer stands withdrawn.

For Symphony Technologies Pvt Ltd.


Ravi Khare,
Director.



CONFIDENTIAL

Date: 14 June 2022

Ms. Aarti Pandhare
S.No. 26/ 2, Flat No. 30 6, Mangalmurti Residency

Pune 411041

Sub: Offer and Letter of Appointment

Dear Aarti Pandhare,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of **Graduate Trainee** in Work level **2B** based at **Pune**.

Syngenta is one of the world's leading companies with business in over 90 countries dedicated to our purpose of "Bringing plant potential to life". Our Crop Protection and Seeds products help growers increase crop yields and productivity. We contribute to meeting the growing global demand for food, feed and fuel and are committed to protecting the environment, promoting health and improving the quality of life.

The terms and conditions of your appointment are set out as below. This offer is subject to you being medically fit; verification of your credentials/documents and satisfactory checking of background/character from the references. In the instance that any of the above are reported as unsatisfactory, this offer letter becomes null and void.

Please return the duplicate copy of this letter, duly signed by you, as acceptance to the terms and conditions.

1 Code of Conduct

The Syngenta Code of Conduct, forms an integral part of your terms of employment with Syngenta. It shall be your endeavor to translate the Code into reality.

It guides each of us to demonstrate the highest standards of ethical conduct combined with our business performance. It is the foundation on which our reputation and our Company is built. A copy of the Company's Code of Conduct is enclosed.

2 Duties

The Company expects the employee to perform the duties allotted to him/her in a responsible manner. In this connection he/she shall:

- faithfully safeguard the interests of the Company;
- comply with the general regulations and any special instructions issued to him/her;
- not engage in any other gainful activity in so far as it is incompatible with his/her obligations to the Company; in all cases of doubt he/she shall obtain written authorization from the Company;

CONFIDENTIAL

Date: 13 June 2022

Ms. Arpana Sonawane
4/9/1/2 Ambegaon Pathar, Shivneri B4.

Pune 411046

Sub: Offer and Letter of Appointment

Dear Arpana Sonawane,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of **Graduate Trainee** in Work level **2B** based at **Pune**.

Syngenta is one of the world's leading companies with business in over 90 countries dedicated to our purpose of "Bringing plant potential to life". Our Crop Protection and Seeds products help growers increase crop yields and productivity. We contribute to meeting the growing global demand for food, feed and fuel and are committed to protecting the environment, promoting health and improving the quality of life.

The terms and conditions of your appointment are set out as below. This offer is subject to you being medically fit; verification of your credentials/documents and satisfactory checking of background/character from the references. In the instance that any of the above are reported as unsatisfactory, this offer letter becomes null and void.

Please return the duplicate copy of this letter, duly signed by you, as acceptance to the terms and conditions.

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2 Duties

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- faithfully safeguard the interests of the Company;
- comply with the general regulations and any special instructions issued to him/her;
- not engage in any other gainful activity in so far as it is incompatible with his/her obligations to the Company; in all cases of doubt he/she shall obtain written authorization from the Company;

CONFIDENTIAL

Date: 27 June 2022

Mr. Hritik Takke
House No. 533 NDA Road Near- Dhumal Banglow Bhairavnath Nagar.
Kondhave Dhavade
Pune 411023

Sub: Offer and Letter of Appointment

Dear Hritik Takke,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of **Graduate Trainee** in Work level **2B** based at **Pune**.

Syngenta is one of the world's leading companies with business in over 90 countries dedicated to our purpose of "Bringing plant potential to life". Our Crop Protection and Seeds products help growers increase crop yields and productivity. We contribute to meeting the growing global demand for food, feed and fuel and are committed to protecting the environment, promoting health and improving the quality of life.

The terms and conditions of your appointment are set out as below. This offer is subject to you being medically fit; verification of your credentials/documents and satisfactory checking of background/character from the references. In the instance that any of the above are reported as unsatisfactory, this offer letter becomes null and void.

Please return the duplicate copy of this letter, duly signed by you, as acceptance to the terms and conditions.

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2 Duties

The Company expects the employee to perform the duties allotted to him/her in a responsible manner. In this connection he/she shall:

- faithfully safeguard the interests of the Company;
- comply with the general regulations and any special instructions issued to him/her;
- not engage in any other gainful activity in so far as it is incompatible with his/her obligations to the Company; in all cases of doubt he/she shall obtain written authorization from the Company;



Syngenta Services Private Limited
Amar Paradigm Office No. 102
S.No 110/11/3, Baner Road,

Pune- 411045
Maharashtra, India
Tel: + 9120 3069 9200
Fax: + 9120 3069 9480
www.syngenta.com
CIN: U74120PN2013PTC152990

CONFIDENTIAL

Date: 14 June 2022

Ms. Kinjal Sharma
Majestic Navkar A Wing 505 Opposite Gokul Hotel,
Near Shanti Nagar, Kondhwa Burduk
Pune 411048

Sub: Offer and Letter of Appointment

Dear Kinjal Sharma,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of **Graduate Trainee** in Work level **2B** based at **Pune**.

Syngenta is one of the world's leading companies with business in over 90 countries dedicated to our purpose of "Bringing plant potential to life". Our Crop Protection and Seeds products help growers increase crop yields and productivity. We contribute to meeting the growing global demand for food, feed and fuel and are committed to protecting the environment, promoting health and improving the quality of life.

The terms and conditions of your appointment are set out as below. This offer is subject to you being medically fit; verification of your credentials/documents and satisfactory checking of background/character from the references. In the instance that any of the above are reported as unsatisfactory, this offer letter becomes null and void.

Please return the duplicate copy of this letter, duly signed by you, as acceptance to the terms and conditions.

1 Code of Conduct

The Syngenta Code of Conduct, forms an integral part of your terms of employment with Syngenta. It shall be your endeavor to translate the Code into reality.

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2 Duties

The Company expects the employee to perform the duties allotted to him/her in a responsible manner. In this connection he/she shall:

CONFIDENTIAL

Date: 15 June 2022

Mr. Nagusingh Rathore
Sr.No.41/4, Murlidhar Society, Vidyanagar,
Wadgaon Sheri,
Pune 411014

Sub: Offer and Letter of Appointment

Dear Nagusingh Rathore,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of **Graduate Trainee** in Work level **2B** based at **Pune**.

Syngenta is one of the world's leading companies with business in over 90 countries dedicated to our purpose of "Bringing plant potential to life". Our Crop Protection and Seeds products help growers increase crop yields and productivity. We contribute to meeting the growing global demand for food, feed and fuel and are committed to protecting the environment, promoting health and improving the quality of life.

The terms and conditions of your appointment are set out as below. This offer is subject to you being medically fit; verification of your credentials/documents and satisfactory checking of background/character from the references. In the instance that any of the above are reported as unsatisfactory, this offer letter becomes null and void.

Please return the duplicate copy of this letter, duly signed by you, as acceptance to the terms and conditions.

1 - Code of Conduct

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2 Duties

The Company expects the employee to perform the duties allotted to him/her in a responsible manner. In this connection he/she shall:

- faithfully safeguard the interests of the Company;
- comply with the general regulations and any special instructions issued to him/her;
- not engage in any other gainful activity in so far as it is incompatible with his/her obligations to the Company; in all cases of doubt he/she shall obtain written authorization from the Company;

Nagusingh

CONFIDENTIAL

Date: 15 June 2022

Ms. Ravina Mahesh Parerao
Krushi Society Gokhale Nagar
Swami Niwas
Pune 411016

Sub: Offer and Letter of Appointment

Dear Ravina Parerao,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of **Graduate Trainee** in Work level **2B** based at **Pune**.

Syngenta is one of the world's leading companies with business in over 90 countries dedicated to our purpose of "Bringing plant potential to life". Our Crop Protection and Seeds products help growers increase crop yields and productivity. We contribute to meeting the growing global demand for food, feed and fuel and are committed to protecting the environment, promoting health and improving the quality of life.

The terms and conditions of your appointment are set out as below. This offer is subject to you being medically fit; verification of your credentials/documents and satisfactory checking of background/character from the references. In the instance that any of the above are reported as unsatisfactory, this offer letter becomes null and void.

Please return the duplicate copy of this letter, duly signed by you, as acceptance to the terms and conditions.

1 Code of Conduct

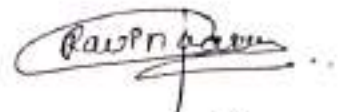
The Syngenta Code of Conduct, forms an integral part of your terms of employment with Syngenta. It shall be your endeavor to translate the Code into reality.

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2 Duties

The Company expects the employee to perform the duties allotted to him/her in a responsible manner. In this connection he/she shall:

- faithfully safeguard the interests of the Company;
- comply with the general regulations and any special instructions issued to him/her;
- not engage in any other gainful activity in so far as it is incompatible with his/her obligations to the Company; in all cases of doubt he/she shall obtain written authorization from the Company;



(Ravina Parerao)

CONFIDENTIAL

Date: 07 July 2022

Seema Kailash Kapadi
PI/No.-32 Sainiknagar

Ahmednagar 414001

Sub: Offer and Letter of Appointment

Dear Seema Kapadi,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of **Graduate Trainee** in Work level **2B** based at **Pune**.

Syngenta is one of the world's leading companies with business in over 90 countries dedicated to our purpose of "Bringing plant potential to life". Our Crop Protection and Seeds products help growers increase crop yields and productivity. We contribute to meeting the growing global demand for food, feed and fuel and are committed to protecting the environment, promoting health and improving the quality of life.

The terms and conditions of your appointment are set out as below. This offer is subject to you being medically fit; verification of your credentials/documents and satisfactory checking of background/character from the references. In the instance that any of the above are reported as unsatisfactory, this offer letter becomes null and void.

Please return the duplicate copy of this letter, duly signed by you, as acceptance to the terms and conditions.

1 Code of Conduct

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CONFIDENTIAL

Date: 27 June 2022

Mr. Siddhant Uttekar
Ramnagar Yerwada.

Pune 411006

Sub: Offer and Letter of Appointment

Dear Siddhant Uttekar,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of **Graduate Trainee** in Work level **2B** based at **Pune**.

Syngenta is one of the world's leading companies with business in over 90 countries dedicated to our purpose of "Bringing plant potential to life". Our Crop Protection and Seeds products help growers increase crop yields and productivity. We contribute to meeting the growing global demand for food, feed and fuel and are committed to protecting the environment, promoting health and improving the quality of life.

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CONFIDENTIAL

Date: 27 June 2022

Ms. Tuba Shaikh
B-504 Agam Darshan, Morebaug, Katraj

Pune 411046

Sub: Offer and Letter of Appointment

Dear Tuba Shaikh,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of **Graduate Trainee** in Work level **2B** based at **Pune**.

Syngenta is one of the world's leading companies with business in over 90 countries dedicated to our purpose of "Bringing plant potential to life". Our Crop Protection and Seeds products help growers increase crop yields and productivity. We contribute to meeting the growing global demand for food, feed and fuel and are committed to protecting the environment, promoting health and improving the quality of life.

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CONFIDENTIAL

Date: 15 June 2022

Ms. Ujwala Anil Totre
At Post Vadgaon Tarf Khed

Rajgurunagar 410505

Sub: Offer and Letter of Appointment

Dear Ujwala Totre,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of **Graduate Trainee** in Work level **2B** based at **Pune**.

Syngenta is one of the world's leading companies with business in over 90 countries dedicated to our purpose of "Bringing plant potential to life". Our Crop Protection and Seeds products help growers increase crop yields and productivity. We contribute to meeting the growing global demand for food, feed and fuel and are committed to protecting the environment, promoting health and improving the quality of life.

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1 Code of Conduct

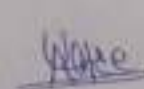
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- not engage in any other gainful activity in so far as it is incompatible with his/her obligations to the Company; in all cases of doubt he/she shall obtain written authorization from the Company;



CONFIDENTIAL

Date: 27 June 2022

Ms. Vijaya Babita
Ramnagar Yerwada.

Pune 411006

Sub: Offer and Letter of Appointment

Dear Vijaya Babita,

Congratulations!!! We are pleased to issue the letter of appointment to you for the position of **Graduate Trainee** in Work level **2B** based at **Pune**.

Syngenta is one of the world's leading companies with business in over 90 countries dedicated to our purpose of "Bringing plant potential to life". Our Crop Protection and Seeds products help growers increase crop yields and productivity. We contribute to meeting the growing global demand for food, feed and fuel and are committed to protecting the environment, promoting health and improving the quality of life.

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Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20219405702/Pune/BPS/BTN
Date: 19/09/2022

Ms. Piyusha Sunil Jadhar
73/1/1/1 , Shivaji Park Road No. 2 , Sai Chowk , New Sangvi , Pune-411027
Shivaji Park Lane 2
Opposite To New Ashoka Pure Veg Restuarent
Pune-411027
Maharashtra
Tel# 91-7743989689

Dear Ms. Piyusha Sunil Jadhar,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **16,000/-** per month.You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

April 21, 2022

Neha Borse
B-7/C, 104 Alok Staff Quaters,
Balaji Mandir Road Amlī,
Silvassa - 396230

Dear Neha (“you”, “your”, “Employee”),

With reference to your application and interviews with us for the position of Analyst in the CFO Support Team in the “Process Support Services” department, we (“TresVista”, “we”, “us”, “Company”) are delighted to extend you an offer to join TresVista on June 13, 2022 (“date of joining”).

The following are the terms and conditions of the offer through this letter (“Offer Letter”):

1. You will undergo a comprehensive new hire training which will commence on your date of joining. It will familiarize you with the culture of the Company along with your job roles and responsibilities. This training will be conducted at your job location.
2. Your job location (upon successful completion of training) will be Pune.
3. Your annualized CTC, inclusive of all allowances and bonuses will be up to INR 4,68,600/- (Rupees four lakh sixty-eight thousand and six hundred only) per annum. A detailed salary break up is attached herewith (Annexure 1).
4. Your Annual Review Period will be from July 01 to June 30. You will be eligible for a raise in your gross salary from the Annual Review Period beginning July 01, 2023. In addition to this, you will also be eligible for a performance bonus for the Annual Review Period ending June 30, 2023.
5. Once your service is confirmed, if you desire to resign, you are required to serve one month’s notice (“Notice Period”). In case the Company does not wish to avail your service, it reserves the right to pay gross salary per day in lieu of the Notice Period, net of any lawful deductions.
6. Upon accepting this offer, it is expected that you will not interview with any other company and/or accept any other offers and will decline any other offers previously accepted.
7. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately.
8. You must not use, refer or state that you are working at the Company across any social media platforms.
9. Before your joining, we will require you to fulfill several formalities (listed in Annexure 2).
10. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
11. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.

April 06, 2022

Nikita Ram Keswani
C-301, Park Titanium,
Park Street, Wakad,
Pune - 411057

Dear Nikita (“you”, “your”, “Employee”),

With reference to your application and interviews with us for the position of Analyst in the CFO Support Team in the “Process Support Services” department, we (“TresVista”, “we”, “us”, “Company”) are delighted to extend you an offer to join TresVista on June 13, 2022 (“date of joining”).

The following are the terms and conditions of the offer through this letter (“Offer Letter”):

1. You will undergo a comprehensive new hire training which will commence on your date of joining. It will familiarize you with the culture of the Company along with your job roles and responsibilities. This training will be conducted at your job location.
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7. Going forward, we will communicate with you via emails. You should check your emails regularly and acknowledge our emails, whenever necessary. In case there is a change in your email ID or cell number, from what was mentioned on your job application form, you should notify the HR Department immediately.
8. You must not use, refer or state that you are working at the Company across any social media platforms.
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10. All the material given to you, including but not limited to training manuals, policy documents, handbooks (Employee Handbook), brochures is confidential and should be treated as Company property.
11. It is necessary for you to have an Android/IOS platform smartphone during your tenure at TresVista.



TSL Consulting Pvt. Ltd.

plan • develop • manage

OFFER LETTER

May 18, 2022

Name – Pawan Ramgiri

Flat No. 816, 8th Floor B wing, S.R.A Bldg Laketown Katraj Pune 411037

Subject: Offer for the position of "Data Analyst".

Dear Pawan,

Based on our recent discussions with you, we are pleased to extend to you an offer to join TSL Consulting Private Limited as a "Data Analyst" Based at the Pune office. You shall report to the Program Manager of the company.

Your compensation includes a fixed Cost to Company (CTC) package of 1,80,000 /- per annum in (INR).

All payments would be as per company policy and statutory rules & regulations that are in force at any given time.

Kindly note that the validity of this offer is contingent on satisfactory Reference / Background verification check

Roles & Responsibilities:

JOB RESPONSIBILITIES

- Generate Right Party Contacts for TSL customers by telephonically contacting a prospect and intelligent research.
- Achieve daily targets as assigned to you.
- Undertake assignments such as B2B profiling, B2C profiling, event management and telephonic surveys as the project may demand.
- Complete relevant documentation as required on the job.
- Maintain high level of client satisfaction.

Probation

You will be on probation for a period of 90 days from the date of joining the company. Based on satisfactory performance during this period, your employment will be confirmed at the end of the probation period. During the probation period, both TSL and you can terminate the employment by giving 7 days written notice without citing reasons for termination.

Post completion of probation period, both TSL and you can terminate the employment by giving 30 days written notice without citing reasons for termination.

During the probation period and thereafter, TSL reserves the right to terminate your employment without notice and liability in the event of mis-conduct such as fraud, negligence of duties, dishonesty, insubordination, gross indiscipline and unprofessional conduct in office and such on your part.

402 B, 4th Floor, Manikchand Galleria, Plot No 383, Model Colony, Near Deep Bunglow Square,
Pune – 411 016, India. Board line No - +91 20 66247100

USA : 8840 Stanford Blvd, Suite 3700, Columbia, MD 21045. Ph.: 443-718-4299. www.tslmarketing.com



UBS Business Solutions (India) Pvt. Ltd.
Unit 501,601,701,801,901
Bldg No.8, Commerzone,
Yerwada, Samrat Ashok Path,
Pune 411006, Maharashtra, India
Tel: +91 20 67421500

CIN U74999PN2015FTC157258

www.ubs.com

3 August 2022

PRIVATE & CONFIDENTIAL

Ms. Pranjal Verma,

Dear Pranjal,

We are pleased to offer you employment with UBS Business Solutions (India) Private Limited (the "Firm") under the following terms and conditions.

1 Title and Reporting

- 1.1 Your functional title will be C&ORC Specialist: Employee Conflicts of Interest in our Group Investigations & Employee Conduct Department and you will report to Vishal Patara, Director, Group Investigations & Employee Conduct, or such other executive as may be nominated by the Firm from time to time.
- 1.2 The nature of the Firm's business demands that you are flexible with your approach to work to service the best interests of the Firm and our clients. Accordingly you agree to undertake such duties as the Firm may reasonably allocate to you and to accept any modification or removal of your assigned duties as the Firm may require, to take into account the changing needs of the Firm's business and operations and your role within it.
- 1.3 You shall, while undertaking your employment duties, devote the whole of your time and attention and abilities to the Firm and any other Group Company and shall use your best endeavours to promote and protect the general interests and welfare of the Firm and any other Group Company to which you may from time to time render your services.

2 Date of Commencement

- 2.1 Subject to paragraph 2.2 below, your employment with UBS Business Solutions (India) Private Limited will commence on a mutually agreed date (the "Date of Commencement") which is no later than 22 August 2022 and shall continue until terminated in accordance with this Agreement.
- 2.2 If
 - (a) you do not or are unable to report for work on the Date of Commencement with a reason satisfactory to the Firm; or



IND03

vConstruct Private Limited

Unit 2, 4th & 5th Floor (Pt), Tower B-1, Magarpatta Township Development and Construction Company Limited, IT & ITES Special Economic Zone, Magarpatta City, Village Hadapsar, Taluka-Haveli, Dist. Pune – 411013, India

info@vconstruct.in || www.vconstruct.com

CIN - U74900PN2013PTC147547

GSTIN – 27AAECV4702H2ZD



REF: VCON-U2/ASP-OL/0422/39

2nd May 2022

Dear Afreen Sarvar Parkar,

Sub: **Employment offer**

We are pleased to offer you the position of **Project Services Accountant: Trainee- ASP at Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets. As discussed, and agreed with you, you will be eligible to receive the following from your date of joining:

- **Compensation package:** Annual compensation of **Rs. 3,50,000/-** (Three Lakhs and Fifty Thousand Only) per annum subject to income tax and other statutory deductions. Please see Annexure 1 for detailed salary breakup. Your salary is confidential and cannot be shared with anyone except your Business Unit Lead and HR.
- You will be on **probation period** for **six months** & then your appointment shall be confirmed based on your performance review. You will be eligible for PF, leave accrual and reimbursement benefits as per company policy during the probation period.
- Business Travel allowance and reimbursements will be as per company policy.
- Your confirmation of appointment is subject to your positive reference response and submission of all required documents as per company policy. In case of failure, this offer will stand null and void.
- Your **notice period** will be **two months** from the date of resignation.
- You will be required to go through different domain or technical trainings before your assignment to the project.

vConstruct Private Limited

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CIN - U74900PN2013PTC147547

GSTIN – 27AAECV4702H2ZD



REF: VCON-U2/ASP-OL/0422/34

2nd May 2022

Dear Janhavi Sham Nikam,

Sub: **Employment offer**

We are pleased to offer you the position of **Project Services Accountant: Trainee- ASP at Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets. As discussed, and agreed with you, you will be eligible to receive the following from your date of joining:

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CIN - U74900PN2013PTC147547

GSTIN – 27AAECV4702H2ZD



REF: VCON-U2/ASP-OL/0422/35

2nd May 2022

Dear Nikita Dnyaneshwar Talla,

Sub: **Employment offer**

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CIN - U74900PN2013PTC147547

GSTIN – 27AAECV4702H2ZD



REF: VCON-U2/ASP-OL/0422/36

2nd May 2022

Dear Ritika Prajapati,

Sub: **Employment offer**

We are pleased to offer you the position of **Project Services Accountant: Trainee- ASP at Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets. As discussed, and agreed with you, you will be eligible to receive the following from your date of joining:

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CIN - U74900PN2013PTC147547

GSTIN – 27AAECV4702H2ZD



REF: VCON-U2/ASP-OL/0422/37

2nd May 2022

Dear Sanskruti Ubale,

Sub: **Employment offer**

We are pleased to offer you the position of **Project Services Accountant: Trainee- ASP at Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets. As discussed, and agreed with you, you will be eligible to receive the following from your date of joining:

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CIN - U74900PN2013PTC147547

GSTIN – 27AAECV4702H2ZD



REF: VCON-U2/ASP-OL/0422/38

2nd May 2022

Dear Swarali Ajit Mone,

Sub: **Employment offer**

We are pleased to offer you the position of **Project Services Accountant: Trainee- ASP at Pune**. We trust that your knowledge, skills and experience will be among our most valuable assets. As discussed, and agreed with you, you will be eligible to receive the following from your date of joining:

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- You will be on **probation period** for **six months** & then your appointment shall be confirmed based on your performance review. You will be eligible for PF, leave accrual and reimbursement benefits as per company policy during the probation period.
- Business Travel allowance and reimbursements will be as per company policy.
- Your confirmation of appointment is subject to your positive reference response and submission of all required documents as per company policy. In case of failure, this offer will stand null and void.
- Your **notice period** will be **two months** from the date of resignation.
- You will be required to go through different domain or technical trainings before your assignment to the project.



June 10, 2022

Disha Sachin Kamble

House no 2071 Jan Mohammad Street Camp- Pune 411001

Dear **Disha**,

We are pleased to offer you employment as **Officer - Operations - VFS Global** (Grade:**P5**) on a fixed term basis w.e.f **June 13, 2022** for a period of Six months.

- You will be paid a monthly CTC (Cost to Company) of **INR 22000/- (Rupees Twenty Two Thousand Only)**. Kindly refer to the Annexure for detailed break up of your compensation.
- You will report functionally to **Deputy Manager - Operations - VFS Global** or to any other person as may be specified to you by the organization from time to time.
- Your posting will be at **Pune**.
- Your services will stand automatically terminated after the expiry of **Six** months. The contract can be further extended upto a maximum of 3 months based on the business requirement.
- You will comply with all the terms and conditions of the company as are applicable to Fixed Term employees during the course of your employment with us.
- The offer is subject to the following that in the event of you being employed earlier in VFS Global either as FTC/FTE, this letter shall not be construed in any manner as continuous employment basis the last duration of employment with us and that you shall not make any monetary claims or otherwise .
- Please also note that your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history.
- You are requested to submit the documents required for Background Verification within 5 working days from the date of issue of this Offer Letter. Failure to submit the documents within the stipulated period or in case of an unsatisfactory verification report, the Company reserves the right to withdraw the Offer Letter.
- As per Policy, all employees joining VFS who are in customer facing roles or otherwise will be required to undergo Employees Process Certification Program. The details of the program will be communicated to the employees by the Regional L&D Team. The new employees will have to clear the certification test within 2 (two) attempts and post successful clearance of the test, they will be provided the customer facing roles. In the event, if the employee fails to clear the test, the company has the right to terminate your services. Please note that local laws prevailing in the country will supersede in respect of the clause above if the same is conflicting.



June 10, 2022

Disha Subhash Bhise

Survey no 203 ganesh Nagar Near Ganesh temple sade satara nali Hadapsar Pune 411028

Dear **Disha**,

We are pleased to offer you employment as **Officer - Operations - VFS Global** (Grade:**P5**) on a fixed term basis w.e.f **June 13, 2022** for a period of Six months.

- You will be paid a monthly CTC (Cost to Company) of **INR 22000/- (Rupees Twenty Two Thousand Only)**. Kindly refer to the Annexure for detailed break up of your compensation.
- You will report functionally to **Deputy Manager - Operations - VFS Global** or to any other person as may be specified to you by the organization from time to time.
- Your posting will be at **Pune**.
- Your services will stand automatically terminated after the expiry of **Six** months. The contract can be further extended upto a maximum of 3 months based on the business requirement.
- You will comply with all the terms and conditions of the company as are applicable to Fixed Term employees during the course of your employment with us.
- The offer is subject to the following that in the event of you being employed earlier in VFS Global either as FTC/FTE, this letter shall not be construed in any manner as continuous employment basis the last duration of employment with us and that you shall not make any monetary claims or otherwise .
- Please also note that your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history.
- You are requested to submit the documents required for Background Verification within 5 working days from the date of issue of this Offer Letter. Failure to submit the documents within the stipulated period or in case of an unsatisfactory verification report, the Company reserves the right to withdraw the Offer Letter.
- As per Policy, all employees joining VFS who are in customer facing roles or otherwise will be required to undergo Employees Process Certification Program. The details of the program will be communicated to the employees by the Regional L&D Team. The new employees will have to clear the certification test within 2 (two) attempts and post successful clearance of the test, they will be provided the customer facing roles. In the event, if the employee fails to clear the test, the company has the right to terminate your services. Please note that local laws prevailing in the country will supersede in respect of the clause above if the same is conflicting.



June 10, 2022

Priyanka Sharad Jagdale

Gavthan shinoli Pune 410516

Dear **Priyanka**,

We are pleased to offer you employment as **Officer - Operations - VFS Global** (Grade:P5) on a fixed term basis w.e.f **June 13, 2022** for a period of Six months.

- You will be paid a monthly CTC (Cost to Company) of **INR 22000/- (Rupees Twenty Two Thousand Only)**. Kindly refer to the Annexure for detailed break up of your compensation.
- You will report functionally to **Deputy Manager - Operations - VFS Global** or to any other person as may be specified to you by the organization from time to time.
- Your posting will be at **Pune**.
- Your services will stand automatically terminated after the expiry of **Six** months. The contract can be further extended upto a maximum of 3 months based on the business requirement.
- You will comply with all the terms and conditions of the company as are applicable to Fixed Term employees during the course of your employment with us.
- The offer is subject to the following that in the event of you being employed earlier in VFS Global either as FTC/FTE, this letter shall not be construed in any manner as continuous employment basis the last duration of employment with us and that you shall not make any monetary claims or otherwise.
- Please also note that your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history.
- You are requested to submit the documents required for Background Verification within 5 working days from the date of issue of this Offer Letter. Failure to submit the documents within the stipulated period or in case of an unsatisfactory verification report, the Company reserves the right to withdraw the Offer Letter.
- As per Policy, all employees joining VFS who are in customer facing roles or otherwise will be required to undergo Employees Process Certification Program. The details of the program will be communicated to the employees by the Regional I&D Team. The new employees will have to clear the certification test within 2 (two) attempts and post successful clearance of the test, they will be provided the customer facing roles. In the event, if the employee fails to clear the test, the company has the right to terminate your services. Please note that local laws prevailing in the country will supersede in respect of the clause above if the same is conflicting.

VFS Global Services Pvt. Ltd., 19th Floor, Tower A, Urmi Estate, 95, Ganpatirao Kadam Marg, Lower Parel (West), Mumbai 400013, India. Tel: +91 22 6728 9000, Fax: +91 22 6728 9292, Web: www.vfsglobal.com | CIN: U75210MH2006FTC158812

CONFIDENTIAL



June 10, 2022

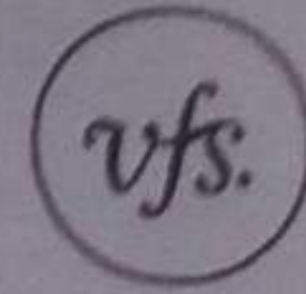
Sanjana Subhash Ankalgi

B-301 Sukhwani Glory, Ganesh nagar Dapoli Pune 411012

Dear **Sanjana**,

We are pleased to offer you employment as **Officer - Operations - VFS Global** (Grade:P5) on a fixed term basis w.e.f **June 13, 2022** for a period of Six months.

- You will be paid a monthly CTC (Cost to Company) of **INR 22000/- (Rupees Twenty Two Thousand Only)**. Kindly refer to the Annexure for detailed break up of your compensation.
- You will report functionally to **Deputy Manager - Operations - VFS Global** or to any other person as may be specified to you by the organization from time to time.
- Your posting will be at **Pune**.
- Your services will stand automatically terminated after the expiry of **Six** months. The contract can be further extended upto a maximum of 3 months based on the business requirement.
- You will comply with all the terms and conditions of the company as are applicable to Fixed Term employees during the course of your employment with us.
- The offer is subject to the following that in the event of you being employed earlier in VFS Global either as FTC/FTE, this letter shall not be construed in any manner as continuous employment basis the last duration of employment with us and that you shall not make any monetary claims or otherwise .
- Please also note that your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history.
- You are requested to submit the documents required for Background Verification within 5 working days from the date of issue of this Offer Letter. Failure to submit the documents within the stipulated period or in case of an unsatisfactory verification report, the Company reserves the right to withdraw the Offer Letter.
- As per Policy, all employees joining VFS who are in customer facing roles or otherwise will be required to undergo Employees Process Certification Program. The details of the program will be communicated to the employees by the Regional L&D Team. The new employees will have to clear the certification test within 2 (two) attempts and post successful clearance of the test, they will be provided the customer facing roles. In the event, if the employee fails to clear the test, the company has the right to terminate your services. Please note that local laws prevailing in the country will supersede in respect of the clause above if the same is conflicting.



June 10, 2022

Sejal Bhanudas Ghotane

B 7 Room No 7 Upper Indranagar VIT road Bhiwandi 411007

Dear **Sejal**,

We are pleased to offer you employment as **Officer - Operations - VFS Global (Grade:P5)** on a fixed term basis w.e.f **June 13, 2022** for a period of Six months.

- You will be paid a monthly CTC (Cost to Company) of **INR 22000/- (Rupees Twenty Two Thousand Only)**. Kindly refer to the Annexure for detailed break up of your compensation.
- You will report functionally to **Deputy Manager - Operations - VFS Global** or to any other person as may be specified to you by the organization from time to time.
- Your posting will be at **Pune**.
- Your services will stand automatically terminated after the expiry of **Six** months. The contract can be further extended upto a maximum of 3 months based on the business requirement.
- You will comply with all the terms and conditions of the company as are applicable to Fixed Term employees during the course of your employment with us.
- The offer is subject to the following that in the event of you being employed earlier in VFS Global either as FTC/FTE, this letter shall not be construed in any manner as continuous employment basis the last duration of employment with us and that you shall not make any monetary claims or otherwise .
- Please also note that your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history.
- You are requested to submit the documents required for Background Verification within 5 working days from the date of issue of this Offer Letter. Failure to submit the documents within the stipulated period or in case of an unsatisfactory verification report, the Company reserves the right to withdraw the Offer Letter.
- As per Policy, all employees joining VFS who are in customer facing roles or otherwise will be required to undergo Employees Process Certification Program. The details of the program will be communicated to the employees by the Regional L&D Team. The new employees will have to clear the certification test within 2 (two) attempts and post successful clearance of the test, they will be provided the customer facing roles. In the event, if the employee fails to clear the test, the company has the right to terminate your services. Please note that local laws prevailing in the country will supersede in respect of the clause above if the same is conflicting.



APPOINTMENT LETTER

20 October, 2022

Dear **Aniket Sawant**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-MH-Pune**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 120000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.



APPOINTMENT LETTER

30 September, 2022

Dear **Apurva Thakur**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-MH-Pune**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 120000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.



APPOINTMENT LETTER

5 October, 2022

Dear **Dip Dharmarao**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-MH-Pune**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 120000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.



APPOINTMENT LETTER

5 October, 2022

Dear **Divyanshu Sharma**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-MH-Pune**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 120000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.



APPOINTMENT LETTER

April 4, 2022

Dear Jeet Singalkar,

Welcome to Wipro Limited(Company/Wipro)and congratulations on your appointment as **Financial Analyst**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. The Company will during the probation period evaluate your performance periodically. The Company reserves the right to decide on the continuance of probationary period/ your employment, depending on your performance in the appointed post. On completion of the probation period, if the Company at its sole discretion, finds you to be suitable for the appointed post, your appointment shall be confirmed and communicated to you in writing. Post confirmation you will continue to be in career group - **Trainee-Group A** and after successful completion of the course and meeting requisite performance thresholds you would be allocated to career group - **B1**.
- c. The Financial Analyst program will be for a period of 3 years. During this period, you will be simultaneously pursuing 2 year EPGDBM Finance program with a renowned institution partnering with Wipro for the Step Up program.
- d. The retirement age is 58 years.
- e. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- f. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- g. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- h. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.



APPOINTMENT LETTER

31 October, 2022

Dear **Krutika Mankar**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-MH-Pune**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 120000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.



APPOINTMENT LETTER

June 28, 2022

Dear Mamidi Sumanth,

Welcome to Wipro Limited(Company/Wipro)and congratulations on your appointment as **Financial Analyst**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will continue to be in career group – **Trainee-Group A** and after successful completion of the course and meeting requisite performance thresholds you would be allocated to career group – **B1**. This conversion will be subject to the adherence of Wipro's policies and guidelines.
- c. The Financial Analyst program will be for a period of 3 years. During this period, you will be simultaneously pursuing 2 year EPGDBM Finance program with a renowned institution partnering with Wipro for the Step Up program.
- d. The retirement age is 58 years.
- e. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- f. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- g. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- h. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.



APPOINTMENT LETTER

June 28, 2022

Dear Shubham Wable,

Welcome to Wipro Limited(Company/Wipro)and congratulations on your appointment as **Financial Analyst**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will continue to be in career group – **Trainee-Group A** and after successful completion of the course and meeting requisite performance thresholds you would be allocated to career group – **B1**. This conversion will be subject to the adherence of Wipro's policies and guidelines.
- c. The Financial Analyst program will be for a period of 3 years. During this period, you will be simultaneously pursuing 2 year EPGDBM Finance program with a renowned institution partnering with Wipro for the Step Up program.
- d. The retirement age is 58 years.
- e. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- f. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- g. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- h. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.



APPOINTMENT LETTER

2 October, 2022

Dear **Vaishnavi Patade**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-MH-Pune**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 120000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.



December 29th, 2021

Deva Gopireddy

OFFER LETTER

Dear Mr. Gopireddy:

Zocdoc Online Health Management India Private Limited (the “**Company**”) is pleased to offer you employment on the following terms:

1. **Date of Joining:** Your date of joining the Company will be **TBD**.
2. **Job Title:** Your initial title will be **Provider Data Operations Researcher**. This is a full-time position. While you render services to the Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time, paid or unpaid) without the prior written permission of the Company. In case this condition is contravened, your employment shall be deemed to be automatically terminated without any benefits (monetary or otherwise) to which you may have been ordinarily entitled with effect from the date on which you engaged in any other employment, consulting or other business activity.
3. **Probation:** You will be on probation for a period of three (3) months from the date of joining. During your probation period, your appointment is terminable without notice thereof on either side, without having to assign any reason thereof. On successful completion of your probation period, you’ll be deemed as a “confirmed” employee.
4. **Salary and Benefits:** The Company will pay you an annual salary prorated for your start date and payable in accordance with the Company’s standard payroll schedule. The annual salary may be increased solely at the discretion of the Company. This salary will be subject to adjustment pursuant to the Company’s employee compensation policies in effect from time to time. Your salary details and including benefits are enclosed herewith in Exhibit A. You shall not be entitled to benefits other than what has been expressly stated in Exhibit A.
5. **Background Check:** Your employment with the Company is contingent upon a satisfactory background check. If any declaration given by you at the time of your appointment or later is found to be wrong or you are found to have wilfully suppressed information, the appointment itself will be deemed to be void and your service will be liable to termination without notice or compensation in lieu thereof. The Company may immediately terminate your service without any compensation or notice thereof, if you’re in material breach of this contract.
6. **Place of Work:** Your place of employment will be at the Company’s office in Pune. You may however be required to work (without any further remuneration or benefit and at the entire discretion of the Company) at any place of business which the Company has or may later acquire or establish. The Company may, after giving you reasonable notice, transfer or send on deputation or assign your services to any place of business of the Company or any of its subsidiaries or affiliates that may be presently operating, or which may subsequently be acquired or established in any part of India or abroad. In such a case, you will, in addition to the terms of this agreement, be governed by the policies of that location. You may be required by the Company to make such tours as may be necessary in the interest of the Company’s business. The Company shall reimburse you for all reasonable expenses incurred by you during such tours as per the company policies.
7. **Absence without Leave intimation:** An employee who is constantly absent from work for more than ten (10) consecutive working days without prior approved leave from the Company or without reasons acceptable to the Company or without informing the Company of the reason prior to such absence shall be deemed to have resigned from the Company.

Zocdoc Online Health Management India Private Limited

4th & 5th Floor, Onyx Towers, 37/3 Ghorpadi, North Main Road, Koregaon Park, Pune - 411001, Maharashtra,
India CIN: U93000PN2013PTC147583 • +91-20-67081900 • ryan.stam@zocdoc.com



December 30th, 2021

Tanmay Bairagi

OFFER LETTER

Dear Mr. Bairagi:

Zocdoc Online Health Management India Private Limited (the “**Company**”) is pleased to offer you employment on the following terms:

1. **Date of Joining:** Your date of joining the Company will be **TBD**.
2. **Job Title:** Your initial title will be **Provider Data Operations Researcher**. This is a full-time position. While you render services to the Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time, paid or unpaid) without the prior written permission of the Company. In case this condition is contravened, your employment shall be deemed to be automatically terminated without any benefits (monetary or otherwise) to which you may have been ordinarily entitled with effect from the date on which you engaged in any other employment, consulting or other business activity.
3. **Probation:** You will be on probation for a period of three (3) months from the date of joining. During your probation period, your appointment is terminable without notice thereof on either side, without having to assign any reason thereof. On successful completion of your probation period, you’ll be deemed as a “confirmed” employee.
4. **Salary and Benefits:** The Company will pay you an annual salary prorated for your start date and payable in accordance with the Company’s standard payroll schedule. The annual salary may be increased solely at the discretion of the Company. This salary will be subject to adjustment pursuant to the Company’s employee compensation policies in effect from time to time. Your salary details and including benefits are enclosed herewith in Exhibit A. You shall not be entitled to benefits other than what has been expressly stated in Exhibit A.
5. **Background Check:** Your employment with the Company is contingent upon a satisfactory background check. If any declaration given by you at the time of your appointment or later is found to be wrong or you are found to have wilfully suppressed information, the appointment itself will be deemed to be void and your service will be liable to termination without notice or compensation in lieu thereof. The Company may immediately terminate your service without any compensation or notice thereof, if you’re in material breach of this contract.
6. **Place of Work:** Your place of employment will be at the Company’s office in Pune. You may however be required to work (without any further remuneration or benefit and at the entire discretion of the Company) at any place of business which the Company has or may later acquire or establish. The Company may, after giving you reasonable notice, transfer or send on deputation or assign your services to any place of business of the Company or any of its subsidiaries or affiliates that may be presently operating, or which may subsequently be acquired or established in any part of India or abroad. In such a case, you will, in addition to the terms of this agreement, be governed by the policies of that location. You may be required by the Company to make such tours as may be necessary in the interest of the Company’s business. The Company shall reimburse you for all reasonable expenses incurred by you during such tours as per the company policies.
7. **Absence without Leave intimation:** An employee who is constantly absent from work for more than ten (10) consecutive working days without prior approved leave from the Company or without reasons acceptable to the Company or without informing the Company of the reason prior to such absence shall be deemed to have resigned from the Company.

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December 30th, 2021

Vaishnavi Vasekar

OFFER LETTER

Dear Ms. Vasekar:

Zocdoc Online Health Management India Private Limited (the “**Company**”) is pleased to offer you employment on the following terms:

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