



Search all conversations



Mail

Inbox 23

Starred

Snoozed

Sent

Drafts 11

More

Chat

Rooms

Meet

## Proposal for Campus Placements- O2Saver

External Inbox ×**Anita Babu** <Anitahr@o2saver.com>

to me

Dear Sir/Madam,

I am Anita Babu, the HR Executive of O2Saver Healthcare Private Limited. We as an organization is drive as I had discussed over the call. We are grateful to the administration for considering our offe proposal. I am attaching the proposal for campus placements along with this mail. Kindly look into i required details by 3<sup>rd</sup> June 2021.

Hoping to receive a positive response from your side.

Thank you

Regards

Anita Babu

HR Executive

O2Saver

2 Attachments

**LETTER OF ACKNOWLEDGEMENT**

Dear Sir/Ma'am,

Subject: Acknowledgement and Feedback about Campus Placement.

We are highly grateful to the management of ST FRANCIS DE SALES COLLEGE for having invited us to the campus placements at your institution. Thank you for all your assistance with planning our campus interviews at your institution. The coordinator from your side helped us coordinate and facilitate the smooth flow of candidates during the interview process. We appreciate your help, and we will be contacting you for your participation and support during our future endeavors. We hope to participate in the campus placements at your institute again next year.

The following students from your institution have been selected for the internship:

SL.No	Student Name	Role	Duration of Internship
1.	Shivaranjini	Business Development Executive	Two months
2.	Harshitha B	Business Development Executive	Three months
3.	Shivangi Saha	Business Development Executive	Two months
4.	Yuvarani.G	Business Development Executive	Five months
5.	Immanuel B	Business Development Executive	Three months
6.	Harish R	Business Development Executive	Five months
7.	Kishore B	Marketing Executive	Three months
8.	Harshitha. G	Business Development Executive	Four months
9.	Akhil Dev E.S	Business Development Executive	Three months
10.	Anitha. S	Marketing Executive	Three months
11.	Pravin M	Business Development Executive	45 days
12.	Shakthivel. M	Business Development Executive	45 days
13.	Kamakshi	Marketing Executive	45 days
14.	Charan Kumar J	Business Development Executive	45 days

15.	Selsiya Mary. A	Business Development Executive	45 days
16.	Apeksha BV	Business Development Executive	45 days
17.	Teenu .A	Marketing Executive	Four months
18.	Shwetha. K	Marketing Executive	Four months
19.	Shilpa.G.S	Business Development Executive	Three months
20.	Niranjan Murthy Km	Business Development Executive	Three months
21.	Nanditha. H	Business Development Executive	Three months
22.	Madhu Shree.N	Marketing Executive	Two months
23.	Amith Raj	Business Development Executive	Two months
24.	Bhavya	Business Development Executive	Two months

The selected candidates will be provided training according to their roles, and practice will be given according to their roles.

Regards,

Team O2 Saver.



**PRINCIPAL**  
**St. Francis De Sales College**  
 Electronic City Post, Bangalore - 560 100.

Timestamp	Name of the Candidate	College Name	Year of Graduation	Date of Birth	Degree	Specialization	Phone number	Email Id	Role applying for	Address	Current Address	Duration for Internship	Resume
6-3-2021 17:35:18	Madhu Sheekh N	St. Francis de sales degree college	2021	25-03-2001	B.com	Commerce	9996910062	MadhuSheekh166@gmail.com	Marketing Executive	2nd cross, 1st main Heggadra, Bommalalli, Bengaluru	Marinoputh building, 6th college behind kannamangala road venysaknagar hukkagere, Bengaluru	2 months	<a href="https://drive.google.com/open?id=14u4X1qPwHfH2M1qP51L5v5v">https://drive.google.com/open?id=14u4X1qPwHfH2M1qP51L5v5v</a>
6-3-2021 14:02:58	Hrushikesh R	SG college	2021	06-02-2001	B.com	Finance	9841117713	Hrushikesh22165@gmail.com	Business Development Executive	#135, Lakshmi building, 4th across 25th palya electronic city phase 2, Bangalore, Karnataka	#135, Lakshmi building, 4th across 25th palya electronic city phase 2, Bangalore, Karnataka	4 months	<a href="https://drive.google.com/open?id=13WV723dLqgq1H6">https://drive.google.com/open?id=13WV723dLqgq1H6</a>
6-3-2021 21:16:51	Antony mary D	SFS College	2020-2021	29-02-2000	B.com	Accountancy and finance	9731329109	antonymary45166@gmail.com	Marketing Executive	#114, 4th cross, veerabhadra layout, singanur, Bangalore, Karnataka	#114, 4th cross, veerabhadra layout, singanur, Bangalore, Karnataka	4 months	<a href="https://drive.google.com/open?id=1MDvqEPN6fzNfKQh9jwDfL0K2MzX">https://drive.google.com/open?id=1MDvqEPN6fzNfKQh9jwDfL0K2MzX</a>
6-3-2021 21:29:57	Shivava S H	SJS Degree College	Pursuing	13-01-2001	B.com	Accounts & H. com	9739617181	shivava20@gmail.com	Marketing Executive	#171, 6th Cross, vennaknagar kannamangala road, Hukkar Gate, Bangalore, Karnataka	#171, 6th Cross, vennaknagar kannamangala road, Hukkar Gate, Bangalore, Karnataka	2 months	<a href="https://drive.google.com/open?id=13B30NLR2mDfM0m9Z">https://drive.google.com/open?id=13B30NLR2mDfM0m9Z</a>
6-4-2021 10:00:16	KUMARS S	NAVTEK St. Francis de sales college	2020-2021	31-1-2000	B.com	IT-B.com	702657107	kumarsaveen75@gmail.com	Business Development Executive	Mangammalpalya, Bommalalli	Mangammalpalya, Bommalalli	3 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 16:45:36	Shilpa C S	St. Francis de sales college	2021	19-04-2000	B.com	Accounts	8246293063	shilpa6490012@gmail.com	Business Development Executive	St. mary school, begin post, devanakkanahalli, Bangalore, Karnataka	St. mary school, begin post, devanakkanahalli, Bangalore, Karnataka	3 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 17:57:51	Puspa G	St Francis	2021 (pursuing)	22-11-2000	B.com	Accounts	5673712580	puspa67600@gmail.com	Business Development Executive	123 3rd Cross, 117 Kukatpally, Hyderabad, Andhra Pradesh, India	Weaver's colony, BG road, Bangalore 56	4 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 12:08:46	Achu Vaigheesh	St Francis De Sales	2021	26-03-2000	BBA	Finance	7013019800	achuvaigheesh144@gmail.com	Business Development Executive	123 2nd cross, Sharavati road near Ganesh temple behind govt school, hibbonge, Bangalore	123 2nd cross, Sharavati road near Ganesh temple behind govt school, hibbonge, Bangalore	2 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 10:16:57	Shivarampram	St Francis de sales college	2020-2021	17-07-2000	B.com (ex-01)	Tourism student	9686151611	shivarampram201@gmail.com	Business Development Executive	R kalyan, 2nd H. K. N. 65, Z. Donganandra road 6th palya, Bangalore 48	R kalyan, 2nd H. K. N. 65, Z. Donganandra road 6th palya, Bangalore 48	2 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 10:34:21	Sowmya C S	St Francis de sales college	2021	11-01-1999	B.COM	Finance	7483880391	sowmya201@gmail.com	Business Development Executive	Shanthpura, Nandihalli, Electronic city phase 2, Bangalore	Shanthpura, Nandihalli, Electronic city phase 2, Bangalore	3 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 10:58:40	Yuswara G	ST FRANCIS DE SALES COLLEGE	2021	30-10-2000	B.com	Accounts and finance	9353453347	yuswara696@gmail.com	Business Development Executive	#125, 1st cross, B block, subashnagar, Bangalore, Karnataka, 560048	#105, 1st cross, B block, subashnagar, Bangalore, Karnataka, 560048	5 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 11:10:31	Mohamed Sohar	St Francis de sales college	2021	24-10-2000	BBA	Finance	6300699046	Sohar_257@sicse.college.com	Business Development Executive	Lakshmi puram, ramamangala, tannikur road, Bangalore	Lakshmi puram, ramamangala, tannikur road, Bangalore	3 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 11:31:22	Divashree S	St Francis de sales college	2021	11-05-1999	BBA	Finance and marketing	9731139205	divashree201@gmail.com	Business Development Executive	6405 10 1st main, Gomti layout, 1st floor, 1st floor, Bangalore, Karnataka	6405 10 1st main, Gomti layout, 1st floor, 1st floor, Bangalore, Karnataka	3 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 11:50:39	Invaniel B	St Francis de sales college	2021	21-12-2000	B.S.090	Commerce (Finance and banking)	8592441541	invaniel175@sicse.college.com	Business Development Executive	Satya Layout 9th cross, new town, palya, 1	Satya layout 9th cross, new town, palya, 1	1 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 14:26:10	sudhakar	St Francis de sales college	3rd	11-7-2000	B.com	Accounting	8660257870	padmashal111@gmail.com	Marketing Executive	Satya layout 9th cross, new town, palya, 1	Satya layout 9th cross, new town, palya, 1	1 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 14:41:19	Dharmik R	St Francis de sales college	B.com	11-06-2000	B.com	accounting	80808601236	dharmik1497@sicse.college.com	Business Development Executive	Chandapura, Bangalore, Karnataka	Chandapura, Bangalore, Karnataka	3 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 14:55:54	Pravin M	St Francis de sales college	2021	21-05-2000	B.com	Finance	9488032646	pravinmangal200@gmail.com	Business Development Executive	2 26 Phase 15, MIG 1 PLOT NO. 50, R.R ROAD, MULLAI, SAGAR, 562102	2 942 5th cross, Chandapura, Mysorehalli, Bengaluru	2 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>
6-3-2021 14:57:12	Asembli I	St Francis de sales college	2019-2021	3-5/2000	B.com	Accounts and finance	7107517557	Asembli_47@sicse.college.com	Business Development Executive	2 26 Phase 15, MIG 1 PLOT NO. 50, R.R ROAD, MULLAI, SAGAR, 562102	2 942 5th cross, Chandapura, Mysorehalli, Bengaluru	4 months	<a href="https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z">https://drive.google.com/open?id=12L1259000c5d4B0NLR2mDfM0m9Z</a>



6.3.2021 11.38.20 Akshaya N	SUDRANAS INSTITUTE OF SALES COLLEGE	2021	19-09-99	BU.COM	Finance and Accounts	910105001759	pathanur or dhasurang vivekanand	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 10.54.19 Kshitij Singh Saha	St Francis De Sales Degree College	2021	8-2-2000	BU.COM	Finance	910696136018	valdhangarh@102. com	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 12.30.44 Apichita SW	St Francis De Sales Degree College	2021	18-09-2000	BU.Com	Postgraduate Commerce (B com)	Accounts and Finance	apichita_712@sf college.in	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 10.02.31 Apichita SW	St Francis De Sales Degree College	2021	18-09-2000	BU.com	Accounts	apichita_712@sf college.in	opavat@av	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 13.05.30 Anu Raghav K	St Francis De Sales Degree College	2021	15-07-2000	BU.COM	Finance	6361102252	akharasap@888. com	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 14.10.14 Savita	St Francis De Sales Degree College	Degree	2-10-1999	BU.com	Accounting	5626331010	Sarithwad@51. com	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 06.24.07 Lokesh M	St Francis De Sales college	2020-21	28-03-2001	BU.com	Marketing	9832477994	Lokesh280301@ gmail.com	Marketing Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 14.07.26 Akashdeep S	St Francis De Sales Degree College	Std	22-10-2000	BU.com	Commerce	6758613638	Shakilavelshukre@ Business.com	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 15.09.04 Akashdeep S	St Francis De Sales Degree College	Std	22-10-2000	BU.com	Commerce	6758613638	Shakilavelshukre@ Business.com	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 10.10.16 Akashdeep S	St Francis De Sales Degree College	2021	22-01-2000	BU.com	Finance	8802429163	acharyaarun@ gmail.com	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 14.01.26 Savita	St Francis De Sales Degree College	2021	1-12-2000	BU.com	Finance and Accounts	9060422093	Savita@98boards. college.in	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 14.01.31 Savita	St Francis De Sales Degree College	Std year	1-12-2000	BU.com	Account and Finance	917481589751	Stevewad@100. com	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 14.04.04 Savita	St Francis De Sales college	2021	19-10-1999	BU.com	Accounts	9872012098	Savita@akademi20. org.in	Marketing Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 17.04.06 Savita	St Francis De Sales	2021	1-2-2001	BU.com	Accounts	6364045190	pathanur@85401. com	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 14.04.15 Savita	St Francis De Sales Degree College	2021	7-3-2000	BU.com	Finance	9832045403	savita@akademi20. .org.in	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 15.10.26 Savita	St Francis De Sales college	2021	22-11-2000	BU.com (pursuing)	Accounts	8073702580	pathap@98@gmail. com	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.3.2021 18.37.35 Sebya Mary A	St Francis De Sales College	2021	5-10-2000	BU.com	Accounts	8217323082	sebya@akademi20. .org.in	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13
6.4.2021 18.00.09 Akashdeep L S	St Francis degree College	2021	10-8-2000	BU.com (year 1)	Finance and Finance	1010175290	Akashdeep19379. @gmail.com	Business Development Executive	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	41599 residency 7th main road main road electronic city ph 2 bangalore 2 bangalore	https://drive. google. com/open/ d/1jw9lqjyf kzj21-13-13-13

6.3.2021 10.29.53	Harishbhatti	ST FRANCIS DE SALES DEGREE COLLEGE	2021	15-11-2000	BBA	Finance	9916144169	Harishbhatti group.com	Business Development Executive	91570th cross cross on Shakkri Layout Gurubrahmababa, Bangalore Srinagar	91570th cross cross on Shakkri Layout Gurubrahmababa, Bangalore Srinagar	3 months	https://drive. google. com/open/ id:1q2f343 62fQwz4446 ZNSD5WdG X
6.4.2021 11.04.10	Bhavin Jitendra M	St. Francis de sales college	2022	05-05-2000	B.Com	Finance	9897144153	beam 17th cross college	Marketing Executive	9170th cross college 2nd cross Layout	9170th cross college 2nd cross Layout	6 months	https://drive. google. com/open/ id:11b1420 N9-00-142-00 -00-00-00
6.3.2021 15.42.58	Techu A	St Francis de sales college	2021	28-10-1999	Bcom	Accountancy	7396281684	TechnoInnove real.com	Marketing Executive	9170th cross college 2nd cross Layout	9170th cross college 2nd cross Layout	4 months	https://drive. google. com/open/ id:11b1420 N9-00-142-00 -00-00-00
6.3.2021 17.57.34	MadhusreeK	St Francis de sales college	2021(pursuing)	25-09-2001	B.COM	Accounts	9863239923	madhusree143 on@gmail. com	Business Development Executive	9170th cross college 2nd cross Layout	9170th cross college 2nd cross Layout	3 months	https://drive. google. com/open/ id:11b1420 N9-00-142-00 -00-00-00
6.5.2021 18.41.02	SHALINI A	St Francis de sales college	2021	9-11-2000	B.COM	ACCOUNTS	9486075420	Shalini 64th col. college	Business Development Executive	9170th cross college 2nd cross Layout	9170th cross college 2nd cross Layout	3 months	https://drive. google. com/open/ id:11b1420 N9-00-142-00 -00-00-00
6.3.2021 21.11.04	Harishbhatti	St Francis de sales college	2021	11-12-2001	B.Com	Finance	8206603546	Harishbhatti 5th cross Layout	Business Development Executive	9170th cross college 2nd cross Layout	9170th cross college 2nd cross Layout	2 months	https://drive. google. com/open/ id:11b1420 N9-00-142-00 -00-00-00
6.4.2021 06.51.49	Harishbhatti	St Francis de Sales College	2021	5-6-2000	B.Com	Accounting Finance	782991197	Harishbhatti group.com	Business Development Executive	91112th cross Mangalore Nagar, Bangalore Srinagar	91112th cross Mangalore Nagar, Bangalore Srinagar	4 months	https://drive. google. com/open/ id:13-A-00-0 -00-00-00
6.5.2021 11.11.18	Akash K	St Francis De Sales College	2021	23-07-2000	B.com	Accounts and Finance	886181073	Forum229-4 group.com	Marketing Executive	91112th cross Mangalore Nagar, Bangalore Srinagar	91112th cross Mangalore Nagar, Bangalore Srinagar	3 months	https://drive. google. com/open/ id:11b1420 N9-00-142-00 -00-00-00
6.5.2021 14.14.58	Chaitra Kavita T	St. Francis Degree College	2018 to 2021	12-4-2000	B.com	Business	9896852127	ChaitraStrong group.com	Business Development Executive	9222 Hosur pragathigiri 4th cross Manmatha Bakery	9222 Hosur pragathigiri 4th cross Manmatha Bakery	4 months	https://drive. google. com/open/ id:11b1420 N9-00-142-00 -00-00-00
6.5.2021 17.40.00	Kavita	St Francis de sales college	2021(pursuing)	29-12-2000	B.com	Accounts	7259770649	Kavita 7259770649 group.com	Business Development Executive	9223 7th cross weavers colony Bangalore 53	9223 7th cross weavers colony Bangalore 53	3 months	https://drive. google. com/open/ id:11b1420 N9-00-142-00 -00-00-00
6.4.2021 10.27.18	Krupa Rath A	St Francis de sales college	2021	04-12-2000	B.com	Finance and accounts	8188014558	deepakshayg ma.com	Business Development Executive	9223 7th cross weavers colony Bangalore 53	9223 7th cross weavers colony Bangalore 53	3 months	https://drive. google. com/open/ id:11b1420 N9-00-142-00 -00-00-00
6.5.2021 10.25.36	Deepa Rath A	St Francis de sales college	2021	04-12-2000	B.com	Finance and accounts	8188014558	deepakshayg ma.com	Business Development Executive	9223 7th cross weavers colony Bangalore 53	9223 7th cross weavers colony Bangalore 53	3 months	https://drive. google. com/open/ id:11b1420 N9-00-142-00 -00-00-00

**Snap2Insight India Private Limited**  
No: 1392/16/1/1 NR Towers,  
19th Main Road, 17th Cross Road,  
Sector - 4, HSR Layout,  
Bangalore - 560102



**SNAP2INSIGHT**

To,

24 June 2021

**Mr. Karthik R,**  
Placement Office, St. Francis de Sales College,  
Electronics City, Bangalore - 100

## Campus Recruitment – Batch of 2021

Dear Sir,

Thank you for giving us an opportunity to organize a campus recruitment drive at your esteemed institution and for helping us with the logistics / coordination among your students.

We had more than 150+ students from multiple streams (BBA, BCom, BSc, BA and MCom) applying for the position of "Analyst – Annotation" at Snap2Insight India Pvt Ltd. From the overall list of applicants, we shortlisted 50 students for an online General Aptitude test that was held on Friday, 18<sup>th</sup> Jun 2021. Based on performance in General Aptitude test, we further shortlisted nine students for interviews and based on interviews we have decided to rollout two-month full time internship offers to five students given below.

1. Deepak Kumar R , BCom	3. Harshitha B , BBA	5. Shalini G , BSc
2. Dhanush R , BSc	4. Sankalp G Sen , BCom	

NOTE - These students will need to provide copies of their marks list for Class 10, Class 12, Bachelor's (till date), PAN card and address proof before we rollout the offer letters. Based on their performance during internship, we will rollout full time employment offers.

We would like to once again thank you for making this recruitment drive successful. From everyone at Snap2Insight, we would also like to thank every student who applied for this position and wish them good luck for their future.

Sincerely,

RENISS  
PYNADATH  
(Renish Pynadath)  
Director, Co-Founder  
Snap2Insight India Private Limited

Digitaly signed by RENISH  
PYNADATH  
Date: 2021.06.24 15:45:01  
+05'30'

Email - careers@snap2insight.com

**Snap2Insight India Private Limited**  
No. 1392/16/1/1 NR Towers,  
19th Main Road, 17th Cross Road,  
Sector - 4, HSR Layout,  
Bangalore - 560102



**SNAP2INSIGHT**

**Shalini G**  
#3, 4th cross, Vinayakanagar, Kammasandra,  
Electronic City, Bangalore - 560100

28 June 2021

**Dear Shalini,**

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

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

#### **Terms and Conditions**

##### **1. Position, Location and Term of Internship**

You will be employed by the Company as a **Analyst - Intern** and will be working out of **Bangalore** office of the Company during the term of this internship. Duration of this internship will be two (2) months starting **July 01, 2021** (the "Start Date") and ending on **August 31, 2021** (the "End Date").

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

##### **2. Stipend and Benefits**

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

##### **3. Nature of Internship**

This is a whole-time internship with the Company and you shall devote yourself exclusively to the business of the company during the term of this internship, except any academic work required by your institution / University.

##### **4. Rules and Regulations**

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

## **5. Information and Communications Technology**

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

## **6. Adherence to Company Policy**

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

## **7. Termination and Notification**

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

## **8. Confidentiality**

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

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

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

## 9. Intellectual Property

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

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

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

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

Sincere regards,

RENISS  
PYNADATH  
Digitally signed by  
RENISS PYNADATH  
Date: 2021.06.28  
14:07:54 +05'30'

Renish Pynadath  
Co-Founder, Director  
Snap2Insight India Private Limited

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

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



**PRINCIPAL**  
**St. Francis De Sales College**  
Electronic City Post, Bangalore - 560 100.



**Sankalp G Sen**  
28th Main 1st cross, Lakshmi layout  
Bangalore – 560068

28 June 2021

**Dear Sankalp,**

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

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

#### **Terms and Conditions**

##### **1. Position, Location and Term of Internship**

You will be employed by the Company as a **Analyst - Intern** and will be working out of **Bangalore** office of the Company during the term of this internship. Duration of this internship will be two (2) months starting **July 01, 2021** (the "Start Date") and ending on **August 31, 2021** (the "End Date").

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

##### **2. Stipend and Benefits**

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

##### **3. Nature of Internship**

This is a whole-time internship with the Company and you shall devote yourself exclusively to the business of the company during the term of this internship, except any academic work required by your institution / University.

##### **4. Rules and Regulations**

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

## **5. Information and Communications Technology**

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

## **6. Adherence to Company Policy**

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

## **7. Termination and Notification**

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

## **8. Confidentiality**

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

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

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

## 9. Intellectual Property

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

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

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

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

Sincere regards,

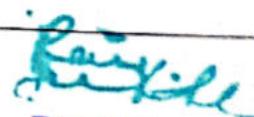
RENISS  
RENISS PYNADATH  
PYNADATH  
Digitally signed by  
RENISS PYNADATH  
Date: 2021.06.28  
14:07:34 +05'30'

Renish Pynadath  
Co-Founder, Director  
Snap2Insight India Private Limited

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

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

  
PRINCIPAL  
St. Francis De Sales College  
Electronic City Post, Bangalore

**Snap2Insight India Private Limited**  
No. 1392/16/1/1 NR Towers,  
19th Main Road, 17th Cross Road,  
Sector - 4, HSR Layout,  
Bangalore - 560102



**SNAP2INSIGHT**

**Harshitha B**

28 June 2021

#15, 7th main 7th cross, Om Shakthi layout,  
Garvebhavipalya, Bangalore – 560068

**Dear Harshitha,**

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

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

#### **Terms and Conditions**

##### **1. Position, Location and Term of Internship**

You will be employed by the Company as a **Analyst - Intern** and will be working out of **Bangalore** office of the Company during the term of this internship. Duration of this internship will be two (2) months starting **July 01, 2021** (the "Start Date") and ending on **August 31, 2021** (the "End Date").

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

##### **2. Stipend and Benefits**

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

##### **3. Nature of Internship**

This is a whole-time internship with the Company and you shall devote yourself exclusively to the business of the company during the term of this internship, except any academic work required by your institution / University.

##### **4. Rules and Regulations**

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

## **5. Information and Communications Technology**

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

## **6. Adherence to Company Policy**

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

## **7. Termination and Notification**

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

## **8. Confidentiality**

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

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

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

## 9. Intellectual Property

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

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

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

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

Sincere regards,

RENNISH PYNADATH

**Renish Pynadath**  
Co-Founder, Director  
Snap2Insight India Private Limited

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

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Snap2Insight India Private Limited**  
No. 1392/16/1/1 NR Towers,  
19th Main Road, 17th Cross Road,  
Sector - 4, HSR Layout,  
Bangalore - 560102



**SNAP2INSIGHT**

**Dhanush R**  
Plot no. 741, Sakthi Nagar 3rd cross,  
Basthi, Hosur – 635109

28 June 2021

**Dear Dhanush,**

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

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

#### **Terms and Conditions**

##### **1. Position, Location and Term of Internship**

You will be employed by the Company as a **Analyst - Intern** and will be working out of **Bangalore** office of the Company during the term of this internship. Duration of this internship will be two (2) months starting **July 01, 2021** (the "Start Date") and ending on **August 31, 2021** (the "End Date").

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

##### **2. Stipend and Benefits**

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

##### **3. Nature of Internship**

This is a whole-time internship with the Company and you shall devote yourself exclusively to the business of the company during the term of this internship, except any academic work required by your institution / University.

##### **4. Rules and Regulations**

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

## **5. Information and Communications Technology**

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

## **6. Adherence to Company Policy**

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

## **7. Termination and Notification**

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

## **8. Confidentiality**

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

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

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

## 9. Intellectual Property

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

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

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

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

Sincere regards,

RENISS  
RENISS PYNADATH  
PYNADATH  
Digitally signed by  
RENISS PYNADATH  
Date: 2021-06-28  
14:05:15 +05'30'

Renish Pynadath  
Co-Founder, Director  
Snap2Insight India Private Limited

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

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



**PRINCIPAL**  
**St. Francis De Sales College**  
Electronic City Post, Bangalore - 560 100.

**Snap2Insight India Private Limited**  
No. 1392/16/1/1 NR Towers,  
19th Main Road, 17th Cross Road,  
Sector - 4, HSR Layout,  
Bangalore - 560102



**SNAP2INSIGHT**

**Deepak Kumar R**  
CO/ Ramaiah, Bidraguppe VP, Attibele  
Anekal TK, Bangalore -562107

28 June 2021

**Dear Deepak,**

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

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

#### **Terms and Conditions**

##### **1. Position, Location and Term of Internship**

You will be employed by the Company as a **Analyst - Intern** and will be working out of **Bangalore** office of the Company during the term of this internship. Duration of this internship will be two (2) months starting **July 01, 2021** (the "Start Date") and ending on **August 31, 2021** (the "End Date").

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

##### **2. Stipend and Benefits**

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

##### **3. Nature of Internship**

This is a whole-time internship with the Company and you shall devote yourself exclusively to the business of the company during the term of this internship, except any academic work required by your institution / University.

##### **4. Rules and Regulations**

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

## **5. Information and Communications Technology**

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

## **6. Adherence to Company Policy**

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

## **7. Termination and Notification**

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

## **8. Confidentiality**

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

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

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

## 9. Intellectual Property

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

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

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

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

Sincere regards,

Digitally signed by  
RENISH PYNADATH

PYNADATH Date: 2021.06.28  
14:04:26 +05'30'

Renish Pynadath  
Co-Founder, Director

Span3Insight India Private Limited

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

Name: \_\_\_\_\_

Signature:

Date: 8

*Barfile*  
**PRINCIPAL**  
St. Francis De Sales College  
Baroda, Dist. Baroda, Gujarat, India



**LIST OF PROVISIONALLY SELECTED CANDIDATES FOR THE**  
**POST OF PROBATIONARY CLERKS**

**ST. FRANCIS DE SALES COLLEGE, BENGALURU**

It gives us immense pleasure to formally inform you that the following students from your institution have come out successful in the selection process held for the post of Probationary Clerk.

SI No.	REFERENCE ID	CANDIDATE NAME	COURSE
1	N11205202120643	NANDA GOPAN <i>B.Com</i>	BACHELOR OF COMMERCE (B.COM)
2	N11205202120828	SHRUTHI . P <i>B.Com</i>	BACHELOR OF COMMERCE (B.COM)
3	N11205202122868	POTTI JASWANTH <i>BBA</i>	BACHELOR OF BUSINESS ADMINISTRATION (B.B.A)
4	N11205202124596	DENIS NASKAR <i>B.Com</i>	BACHELOR OF COMMERCE (B.COM)

We congratulate the selected candidates and wish them a successful career with us. We also congratulate all those in the institution mentoring them to take up challenges ahead.

\*\*\*\*\*

*Rangwile*  
**PRINCIPAL**  
**St. Francis De Sales College**  
Electronic City Post, Bangalore - 560 100.

HRD: TAT: GEN: 003: 2021-22

DATE: 15.05.2021

To,

THE PLACEMENT COORDINATOR  
ST. FRANCIS DE SALES COLLEGE  
BENGALURU

Dear Sir/Madam,

Sub: Campus Recruitment of Probationary Clerks

Greetings from The South Indian Bank Ltd.!!

This is with regard to the subject line, we The South Indian Bank Ltd. would be immensely happy to associate with your institution to conduct a recruitment drive.

As you are aware, we are a leading Commercial Bank in Private Sector with more than ₹1,42,000 crores of business providing the privileges of anywhere banking, internet banking and mobile banking to our patrons without compromising the values of traditional banking. With a success history of over 92 years, we have a national presence through the sincere efforts of a dedicated team of 8300 personnel. At present we have 878 branches, 1303 ATMs & 110 CDM/ CRM spread over all States / Union Territories.

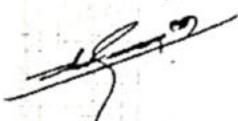
To instil young blood into the organisation and to facilitate our business expansion, we are planning to recruit talented and bright students as Probationary Clerks for our branches/offices under our Bangalore Region. We look forward to recruit from the students who are completing their course in the academic year 2020-21 from your Institution. The Probationary Clerks on joining will be trained on-the-job as well as in our Staff Training College and also in the reputed training colleges of the industry in major centres. Needless to mention, they will have to work at any branch/office of the Bank and contribute their might to the Organisational Development, which will be rewarded by fast track career advancement, based on performance and future potential.

The Eligibility Criteria for the Recruitment Process and Salary Structure (on probation) is attached herewith.

In this regard, we request you to inform the students about the recruitment process and do all the needful so that we receive the list of interested students within stipulated time. A preliminary scrutiny of the applications will be done by the Bank for short-listing the students. The details of the students, date and time for the recruitment process will be informed in due course.

Looking forward to a fruitful association.

Yours faithfully,



(Anto George T.)  
Senior General Manager – HR & Admin

Encl: Eligibility Criteria and Salary Structure (on probation).

✓ **ELIGIBILITY CRITERIA**

Under Graduates	<ul style="list-style-type: none"> <li>Age: Not more than 22 years as on 30.04.2021. (i.e. born on or after 01.05.1999)</li> <li>Graduation in Arts/ Science/ Commerce Stream under regular course</li> <li>60% marks in X/SSLC, XII/HSC.</li> <li>60% marks in each semester(s)/ year(s) in first attempt for the Graduation course.</li> <li>Also required to pass the remaining semester/year with minimum 60% marks</li> </ul>
Post Graduates	<ul style="list-style-type: none"> <li>Age: Not more than 24 years as on 30.04.2021. (i.e. born on or after 01.05.1997)</li> <li>Post-Graduation in Arts/ Science/ Commerce Stream under regular course</li> <li>60% marks in X/SSLC, XII/HSC and Graduation</li> <li>60% marks in each semester(s)/ year(s) in first attempt for the Post Graduation course.</li> <li>Also required to pass the remaining semester/year with minimum 60% marks</li> </ul>

✓ **SALARY STRUCTURE** (On Probation)

At present, the maximum annual CTC will be ₹ 4,63,000/- in metro cities during probation including all the monthly and annual benefits as mentioned below.

**Pay Scale (as per IBA)**

17900 - 1000/3 - 20900 - 1230/3 - 24590 - 1490/4 - 30550 - 1730/7 - 42660 - 3270/1 - 45930 - 1990/1 - 47920

**Monthly Salary (as per IBA)**

Basic Pay	:	Rs.19,900/-
Special Allowance	:	16.4% of Basic Pay
Dearness Allowance (Quarterly Varying)	:	25.69% of Basic Pay, Special Allowance and Travel Allowance
Special Pay	:	Rs. 1,250/-
Transport Allowance	:	Rs. 600/-

**Monthly Allowance**

Canteen Allowance	:	Rs.300/-
Newspaper Allowance	:	Rs. 350/-
Conveyance	:	Rs.1400/-
House Rent Allowance	:	10.25% of Basic Pay + Special Pay

**Half - Yearly Allowance**

Closing Allowance	:	Rs.550/-
-------------------	---	----------

**Yearly Allowance**

Medical Aid	:	Rs.2,355/-
-------------	---	------------

### Other Benefits

- a) On confirmation, will be eligible for all allowances and benefits applicable to Clerical cadre which are in existence or may be introduced in the Bank from time to time.
- b) Will be eligible for Performance Linked Incentive Scheme (PLIS) as per the terms and conditions existing in the Bank. As per the current norms, the maximum annual eligible amount is ₹ Rs.65,000/- as applicable to Clerical cadre.
- c) Will be eligible for Free Personal Accident Insurance benefits up to ₹30,00,000/- and Medical Insurance upto ₹3,00,000/- per annum.
- d) Will be governed by the "Defined Contributory Pension Scheme" in terms of the Bipartite settlement and amendments thereon from time to time. The said Pension Scheme will be as per the provisions of the New Pension System under Pension Fund Regulatory and Development Authority. 10% of (Basic Pay + D.A thereon) will be deducted monthly from the salary towards the Pension Fund. An equal amount will be contributed by the Bank.
- e) Will be eligible for Gratuity as per the provisions of The Payments of Gratuity Act after rendering five years of continuous service in the Bank.

### Other Terms and Conditions

On joining the service of the Bank, they have to execute an agreement to the effect that they will serve the Bank for a continuous period of 3 (three) years active service from the date of joining the bank. Further, the originals of Marklists & Certificates of X, XII, Graduation & Post Graduation (as applicable) will have to be submitted for verification and the same will be returned only after the stipulated active service from the date of joining. In case they leave the service of the Bank before the expiry of the said period, a sum of ₹75,000/- (Rupees Seventy Five Thousand only) will have to be paid towards expenses incurred by the bank for recruitment, imparting training (both in house and external training including on the job training), compensation/ liquidated damages on account of loss of opportunity for the Bank from deriving anticipated benefits out of the recruitment process, etc.

They shall not leave or discontinue your service in the Bank without first giving a Notice in writing of his/her intention to leave or discontinue the service or resign. The period of notice required shall be 3 months of continuous service without leave and the same shall be submitted to the Competent Authority.

With respect to the candidates who are provisionally selected, after the selection process, the institute shall keep informed the Bank, the results of remaining semester exams and furnish mark lists as and when the results are published. Similarly, they shall inform the Bank the completion of course and final results, when published. The candidates provisionally selected should give their acceptance in writing and they shall join the Bank as and when the provisional appointment order is given. The candidates will have to be specifically informed that the selection is only provisional and they are entitled to get offer for appointment only if they meet all the eligibility criteria stipulated by the bank, medical fitness, police clearance and satisfactory Background Verification. In case the candidate fails to meet the eligibility criteria, the provisional selection will stand nullified.

\*\*\*\*\*

**TO WHOM SO EVER IT MAY CONCERN**

Dear Placement officer,

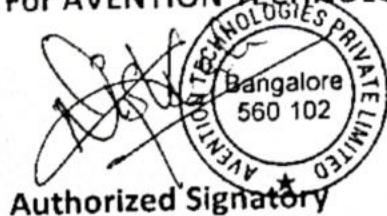
Thank you for giving us an opportunity for having a campus drive in SFS college.  
We had a good experience with the students and picked few for our organization.

Here are few shortlisted people for the position of **Lead Specialist**.

Names	Date Of Joining
Monica John	13/08/2020
Prem Chandu	13/08/2020
Vinay DC	18/10/2020
Gagan Kumar	18/10/2020
Swetha. S	18/10/2020

Yours Sincerely,

For AVENTION TECHNOLOGIES





**AVENTION**  
TECHNOLOGIES Pvt Ltd

Date: 13<sup>th</sup> August, 21

Ms. Monica John,  
#1962,Jyoti Sadan  
17th main 'A' Block, AECS layout  
Singasandra,  
Bangalore-560068

**SUB: OFFER LETTER**

Dear Monica,

Congratulations! We are pleased to offer to you the position of " Lead Specialist " at Avention Technologies, #2, 13th Cross Service Road, 6th Sector, 2nd floor, HSR Layout, Bengaluru, Karnataka 560102.

Your tenure of employment for shall be effective from the date of joining the job i.e., 13<sup>th</sup> August 2021.

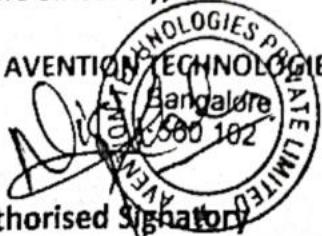
Please report to the HR Representative at the above address and bring along the following documents photocopy and original:

1. If you are /were working
  - a) Relieving letter from employer
  - b) Copy of your latest pay slip
  - c) 3 months Bank Statements
2. Copies of your SSLC/PUC/Degree/PG Certificate
3. Address Proof-copy of your passport / DL/Rental Agreement /voters ID.
4. Copy of PAN Card.
5. 4 copies of your passport & 1 stamp size photograph

We take this opportunity to welcome you at AVENTION TECHNOLOGIES PVT LTD, Family and look forward to a very fruitful association with you. This Employment offer remains valid only on successful verification of your submitted documents.

Yours Sincerely,

For AVENTION TECHNOLOGIES



Authorised Signatory

Employee Name: Monica John

Designation: Lead Specialist

Effective Date: 13-08-2021

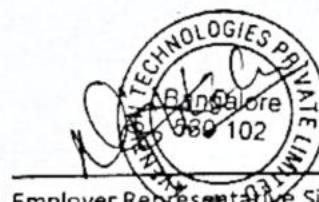
**ANNEXURE**

Components	Monthly	Annually
Basic Salary	9000	108000
House Rent Allowance	3600	43200
Conveyance Allowance	800	9600
Medical Reimbursement	1250	15000
Other Allowances	-	-
Special Allowances	3994	47928
<b>Cash Component Before PT and Tax</b>	<b>18644</b>	<b>223728</b>
Other Benefits:	1424	17088
Employer PF & Other Benefits		17088
<b>Total Other Benefits</b>		<b>240816</b>
<b>Total Yearly Cost to Company</b>		

2.41Lacs/pa

Employee Acceptance Signature

Date:

  
Employer Representative Signature  
Date: 19/09/2021



## APPOINTMENT LETTER

August 24, 2021

Dear Immanuel B,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **People Ambassador**. 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 People Ambassador program will be for a period of 3 years. During this period, you will be pursuing 2 year EPGDBM from 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.

e. Changes in your compensation are at the Company's discretion and will be subjected to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

### 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

### 5. Conflicts of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

## 6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

- You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
- You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
- For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- For Post Graduates: You have not scored minimum aggregate marks of 60% in your

graduation and 60% in post-graduation.

v. You have any pending backlogs/ arrears on the date of appointment.

**Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.**

#### 10. Training Agreement:

- a. The letter of appointment is subject to the receipt of the duly executed training agreement from you in the prescribed format including but not limited to the performance of your obligations under the said agreement. Please note that the duly executed training agreements should be submitted by you on or before joining the Company.
- b. Keeping in mind costs incurred by the Company in training you and otherwise in developing your skills or knowledge, it is agreed and acknowledged by you expressively that should you discontinue your employment with the company during the agreement period of 36 months commencing from the date of your joining, you shall be liable to pay liquidated damages of Rs.1,40,000/- (Rupees One Lakh Forty thousand only) as per the terms of the said Training Agreement, unless decided otherwise at the sole discretion of the Company.

#### 11. Minimum Academic Requirements

- a. You will be eligible to receive Executive Post Graduate Diploma in Business Management from a renowned institution partnering with Wipro for the Step Up program, provided you attend 75% of all contact classes during the course of study in each semester and qualify in mandatory assignments / Quiz & pass all subjects with a minimum score of 50% above during the entire duration of the program.
- b. For any reason, you are not able to meet the minimum attendance criteria or complete the mandatory assignments / quiz in any semester, you are required to repeat the same semester as and when the Company organizes next batch. In such cases, rules and regulations governing academic programs at that time would be applicable to you. Also additional semester's fees shall be borne by you as prescribed by the University.
- c. If you do not achieve minimum marks in any subject, i.e. if your scores are below 50%, you are allowed to appear for that subject one more time during the following semester or a later date as per the discretion of the University. However, if you fail to achieve required marks / grades in three attempts..you would not be eligible for the EPGDBM certification.
- d. If you are not able to take the written exam on the scheduled dates for any official reason / medical exigency, you would be given the option of taking a re-exam during the following semester or any other later date as per the discretion of the University.

#### 12. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,  
For Wipro Limited,



**Aparna Shailesh**  
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

#### ANNEXURE I

#### DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

**Noted below are a few examples of conflict of interest:**

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

#### **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

- a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
- b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
- c. Unauthorized disclosure or communication of UPSI.
- d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

#### ANNEXURE II

#### PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Immanuel B, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me.

#### ANNEXURE III

#### SALARY OFFER SHEET for Year 1

Name: Immanuel B

Position: People Ambassador

Career Group: Trainee-Group A

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	8,340
HRA	4,170
Bonus	1,668
Wipro Benefits Plan (WBP)	3,219
<b>Total Fixed Cash</b>	<b>17,397</b>
PF (Employer Contribution)	1,387
Gratuity (5.31% of Basic)	443
<b>Total Fixed Compensation</b>	<b>19,227</b>
<b>Other Compensation Benefits</b>	

ESI (Employer Contribution)	565
Variable Pay	
Target Variable Pay	1,042
Target Cost to Company per month	20,834
Total Cost to Company per annum	2,50,008

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

a. Your salary offer will be revised on an annual basis provided you attain minimum performance level as per the performance management policy and academic scores as mentioned in clause 11, as per the table below:

Period	Annual Salary
First year	INR 2.5 Lakhs
Second year	INR 3.5 Lakhs (*)
Third year	INR 5.0 Lakhs (*)

(\*)The increase in compensation at the end of each year of study will be at the discretion of Wipro subject to your satisfactory progress of study, on-the-job performance, acquisition of skills, behavior, regularity and punctuality in attendance for classes and regular work.

In the event the salary is revised, it shall be effective from the 1st of the succeeding month and will be credited on 1st of next succeeding month. For example, if an employee joins on 10th April 2021 and successfully finishes Year 1 and the company decides to revise his salary, the Year 2 salary would be effective from 1st May 2022 and will be credited on 1st June 2022.

Similarly, if an employee successfully finishes Year 2 and the company decides to revise his salary, the Year 3 salary would be effective from 1st May 2023 and credited on 1st June 2023.

b. Apart from the standard salary components, People Ambassadors are also entitled to the following unique Company Benefits to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler.
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage.
- c. Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs. 2 lacs per annum.

#### ANNEXURE - IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheets and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment with Wipro is subject to the condition that my aggregate marks shall meet the Company's eligibility criteria and the verification of the above mentioned documents upon submission.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

#### ANNEXURE - V

#### Variable Pay - A BRIEF OVERVIEW

##### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days

employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, Trainee Group A, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

### SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

#### Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

#### House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

#### Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges.

Following are your WBP Entitlements:

##### 1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

##### 2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs.19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for prepaid connections will be eligible under this head.

##### 3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of NonTransferable Meal card is eligible for IT exemption under WBP.

##### 4. Education Allowance:

An amount of Rs 100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

##### 5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

**Retirement Benefits:**

It consists of:

a. **Provident fund** - Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1,800 pm).

b. Notional sum indicating contribution of 5.31% of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

**Travel, Accommodation, Food & Other Miscellaneous Expenses****Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

**Accommodation, Food & other Miscellaneous Expenses**

- a. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

**Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.**

**SUMMARY SOCIAL SECURITY & OTHER BENEFITS\*****Medical**

1. **Medical Assistance Program (MAS)\*\*:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15,000 per annum. This amount is prorated based on the months of joining and exit in a financial year. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

8/24/2021 [https://wipr9.icims.com/forms?module=Forms&action=showForm&view=htm&form=STEP\\_UP\\_PA\\_Offer\\_Letter\\_2020&user=218628](https://wipr9.icims.com/forms?module=Forms&action=showForm&view=htm&form=STEP_UP_PA_Offer_Letter_2020&user=218628)  
3. Annual Health check: Company paid Annual health checkup program is available for employees above 40 years of age..

Gratuity Benefit\*\*: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program\*\*:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

i.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

#### 1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14,00,000. In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro, accessible on joining. Access through My Wipro -> My Policies -> India -> My Financials -> Group Life Insurance / Personal Accident.

The policies mentioned here are policies of the Company as on date; this is subject to change in future as per policies of the Company from time to time.

#### 2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.

The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data-> My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Signature Immanuel B 24/8/2021 7:03 PM

(checking the checkbox above is equivalent to a handwritten signature) -

Registered Office:

Wipro Limited T : +91 (80) 2844 0011

Doddakannelli F : +91 (80) 2844 0054

Sarjapur Road E : info@wipro.com

Bengaluru 560 035 W : wipro.com

India C : L32102KA1945PLC020800

21862816

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



Dear Mary Shalini A,

**Subject : Appointment in the position of Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

**AGREEMENT CUM APPOINTMENT LETTER**

THIS AGREEMENT is made on 27th August 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the "company") of the one part and Mary Shalini A (Hereinafter called the "Employee") of the other part. WHEREAS The company is desirous of appointing Mary Shalini A as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

**NOW THIS AGREEMENT WITNESSES** as follows:

1. Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.
3. The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.
4. The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavours to promote the interests of the company.

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd.  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



5. The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

- Commit any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

## 6. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

## 7. DATE OF JOINING:

As per our discussion you will report to the Company on the joining date will be shortly communicated by the company as an Business Development Executive - Trainee

## 8. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds. During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to Rs 18,000 plus incentives.

## 9. LEAVE:

You will be entitled to a total leave of 12 sick leaves in a year where not more than one day of leave can be redeemed per month and 12 paid leaves in a year which can be redeemed based on your performance

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

## 10. NOTICE PERIOD and TERMINATION

During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 45 days. In lieu of breaking the service contract.

After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to one month's salary which is based on annual fixed compensation, in lieu of breaking the service contract, subject to the release date being approved by the Company.

If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 1 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and *prima facie* established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



- a) The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

## 11. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

## 12. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

**Branch Office: Bengaluru**  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



### **13. NON COMPETE AND NON SOLICITATION**

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

### **14. EARNINGS**

During Internship which spans for a period of 3 months, mentioned in clause 9, month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents.)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive G3 (refer Annexure).

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

**Anush Ramachandran**  
**Operations Manager**  
**Climber Knowledge and Careers Pvt Ltd**

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed:

Date:

Name:

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd.  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



### Annexure 1

<b>Operations Executive G3</b>		
<b>Components</b>	<b>Per month (INR)</b>	<b>Annual (INR)</b>
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

<b>Operations Executive G2</b>		
<b>Components</b>	<b>Per month (INR)</b>	<b>Annual (INR)</b>
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6.210	74.520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
Cost to Company (CTC)		4,00,000

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



 mycaptain  
Learn what you Love

**Operations Executive GI**

<b>Components</b>	<b>Per month (INR)</b>	<b>Annual (INR)</b>
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4,50,000

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd.,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



Dear Lokesh M,

**Subject : Appointment in the position of Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

**AGREEMENT CUM APPOINTMENT LETTER**

THIS AGREEMENT is made on 31st August 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the "company") of the one part and Lokesh M (Hereinafter called the "Employee") of the other part. WHEREAS The company is desirous of appointing Lokesh M as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

1. Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.
3. The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.
4. The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavours to promote the interests of the company.

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd.  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



5. The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

- Commit any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

## 6. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

## 7. DATE OF JOINING:

As per our discussion you will report to the Company on **the joining date will be shortly communicated by the company as an Business Development Executive - Trainee**

## 8. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds. During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to **Rs 18,000 plus incentives**.

## 9. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd.  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

## 10. NOTICE PERIOD and TERMINATION

During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 45 days. In lieu of breaking the service contract.

After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to one month's salary which is based on annual fixed compensation, in lieu of breaking the service contract, subject to the release date being approved by the Company.

If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 1 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



- a) The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

## 11. BASKET OF ALLOWANCES(BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

## 12. NON-DISCLOSURE AGREEMENT

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd.  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



 mycaptain  
Learn what you Love

### 13. NON COMPETE AND NON SOLICITATION

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

### 14. EARNINGS

During Internship which spans for a period of 3 months, mentioned in clause 9. month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive G3 (refer Annexure).

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

○ **Anush Ramachandran**  
Operations Manager  
Climber Knowledge and Careers Pvt Ltd

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed:

Date:

○ Name:

**Branch Office: Bengaluru**  
 Climber Knowledge and Careers Pvt. Ltd,  
 Third Floor, Classic Arena Hosur Rd,  
 AECS Layout- A Block, Singasandra,  
 Bengaluru, Karnataka- 560068  
 CIN: U93000MH2016PTC273870

support@mycaptain.in  
 1800 121 676767



### Annexure 1

<b>Operations Executive G3</b>		
<b>Components</b>	<b>Per month (INR)</b>	<b>Annual (INR)</b>
Base Salary	16,000	1,92,000
House Rent Allowance (HRA)	5,000	60,000
Other allowance including flexible components	1,000	12,000
Performance based Incentive (Variable)	up-to 8,000	up-to 96,000
Fixed compensation (In Hand)	22,000	2,64,000
Cost to Company (CTC)		3,60,000

<b>Operations Executive G2</b>		
<b>Components</b>	<b>Per month (INR)</b>	<b>Annual (INR)</b>
Base Salary	19,440	2,33,280
House Rent Allowance (HRA)	6,210	74,520
Other allowance including flexible components	1,350	16,200
Performance based Incentive (Variable)	up-to 6,333	up-to 76,000
Fixed compensation (In Hand)	27,000	3,24,000
Cost to Company (CTC)		4,00,000

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



#### Operations Executive G1

Components	Per month (INR)	Annual (INR)
Base Salary	22,600	2,59,200
House Rent Allowance (HRA)	6,900	82,800
Other allowance including flexible components	2,500	18,000
Performance based Incentive (Variable)	up-to 7,500	up-to 90,000
Fixed compensation (In Hand)	32,000	3,84,000
Cost to Company (CTC)		4.50,000

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



Dear Bhavesh P Pathak,

**Subject : Appointment in the position of Business Development Executive**

With reference to your application and subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in Climber Knowledge and Careers Pvt. Ltd. subject to the following terms and conditions. You will be based out of **Bangalore**.

**AGREEMENT CUM APPOINTMENT LETTER**

THIS AGREEMENT is made on 27th August 2021 between Climber Knowledge and Careers Pvt Ltd, a company registered under the Companies Act, 2013 (hereinafter called the "company") of the one part and Bhavesh P Pathak (Hereinafter called the "Employee") of the other part. WHEREAS The company is desirous of appointing Bhavesh P Pathak as its Business Development Executive and the Employee has agreed to the terms and conditions outlined here below.

NOW THIS AGREEMENT WITNESSES as follows:

1. Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed in Annexure-1.
2. The Employee shall perform such duties and exercise such powers, that may from time to time be assigned to or vested in him by the company.
3. The Employee shall, unless prevented by ill health or any unavoidable cause, during the continuance of the term of his office devote his whole time, attention and abilities to the business of the company.
4. The Employee shall obey the orders from time to time of the Board of Directors of the company and in all respects conform to and comply with the directions given and regulations made by the Board. He shall well and faithfully serve the company to the best of his abilities and shall make his utmost endeavours to promote the interests of the company.

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



5. The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing to him. The company can terminate your contract any time if you-

- Commit any material or persistent breach of any of the provisions contained.
- Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

## 6. WORKING HOURS:

Your standard working hours will be 11:30 AM to 8:30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job requires. Additionally, as mentioned in your interview process, the Company may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

## 7. DATE OF JOINING:

As per our discussion you will report to the Company on the joining date will be shortly communicated by the company as an Business Development Executive - Trainee

## 8. TRAINING PERIOD:

You shall be on Training Period for 3 months, from the date of joining the Company. The company reserves the right to terminate the tenure of the job upon performance or behavioural grounds. During the training/probationary period for matters related to discipline or performance, the Company reserves the right to take action in accordance with the policy of the company. The salary during the months of probation will solely be dependent on performance. Upon hitting your targets you shall be receiving a stipend of up-to Rs 18,000 plus incentives.

## 9. LEAVE:

You will be entitled to a total leave of **12 sick leaves** in a year where not more than one day of leave can be redeemed per month and **12 paid leaves** in a year which can be redeemed based on your performance

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd.  
Third Floor, Classic Arena Hosur Rd.  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



and time period with the company. All **National Holidays** will be holidays for all employees. The Company reserves the right to alter the policy from time to time and the policy in effect for the time being shall be applicable to you.

## 10. NOTICE PERIOD and TERMINATION

During the Training/Probation Period the Company reserves the right to terminate your employment and *may* give you compensation equivalent to one month's salary which is based on annual fixed compensation, in lieu of the notice period.

In case the termination is initiated by you for pre-closure of contract, you shall serve a notice period of 45 days. In lieu of breaking the service contract.

After confirmation of your service at the Company, the contract of employment is terminable by the Company. If the termination is initiated by you, The Company reserves the right to recover from you, an amount equivalent to one month's salary, which is based on annual fixed compensation, in lieu of breaking the service contract, subject to the release date being approved by the Company.

If termination is initiated by you, it shall be treated as breach of contract and the Company may, at its discretion, relieve you from a date it may deem fit. The Company will agree to the release date in lieu of notice period. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorised to withhold/forfeit your dues and recover from you a penalty up-to the equivalent of 1 month's salary. The company also reserves the right to legally prosecute the employee in the case of breach of contract.

The Company may also terminate/suspend your services at its discretion at any time without giving any notice or amount in lieu of notice immediately if it has been alleged and prima facie established through preliminary internal enquiry that you have committed (i) any heinous criminal act or any offence involving moral turpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business

**Branch Office: Bengaluru**  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



- a) The Company also expects that you voluntarily disclose details of any of the above acts to the Company at the time of joining or during your employment with the Company, as applicable, based on which the Company may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

## **11. BASKET OF ALLOWANCES(BOA)**

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Telephonic Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plan.

## **12. NON-DISCLOSURE AGREEMENT**

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to "source code", "graphical assets", "source repositories", "technical documentation", "development binaries", "company internet accounts", etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

**Branch Office: Bengaluru**  
Climber Knowledge and Careers Pvt. Ltd.,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



### **13. NON COMPETE AND NON SOLICITATION**

The Employee undertakes, agrees and covenants with the Company that for a period of 18 (nine) months from the termination/ expiry of this contract, as the case may be ("Non-Compete Period"), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. The Employee acknowledges and deems the terms and conditions of this contract, including the remuneration given hereunder, to be adequate consideration for giving the undertakings contained in this Clause. The Employee is not allowed to sit for the interview/ selection process at any other firm/company/organisation during the bond period.

### **14. EARNINGS**

During Internship which spans for a period of 3 months, mentioned in clause 9, month will be paid with monthly and quarterly incentives (Please note – In case during the internship period the candidate decides to quit, our organization will not be liable to pay the above-mentioned stipend to the candidate and it is mandatory for each of the recruited candidate to complete his / her internship duration to be eligible to qualify for permanent placement and confirmation of internship completion documents .)

Post completion of Internship and based on individual performances, the intern will be inducted into the company as a permanent employee and the CTC will be revised to Business Development Executive **G3** (refer Annexure).

Basis the performance of the employee for the next three months, they will be promoted to one of the three grades which are mentioned below in annexure.

- Business Development Executive G 1: Gets a salary of INR 4 - 4.5 Lakhs PA.
- Business Development Executive G 2: Gets a salary of INR 3.6 - 4 Lakhs PA.
- Business Development Executive G 3: Gets a salary of INR 3.2- 3.6 Lakhs PA.

Branch Office: Bengaluru  
Climber Knowledge and Careers Pvt. Ltd,  
Third Floor, Classic Arena Hosur Rd,  
AECS Layout- A Block, Singasandra,  
Bengaluru, Karnataka- 560068  
CIN: U93000MH2016PTC273870

support@mycaptain.in  
1800 121 676767



We hope you have a great learning experience with us and grow in the process of this role.

Thank you.

**Anush Ramachandran**  
**Operations Manager**  
**Climber Knowledge and Careers Pvt Ltd**

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

**Signed:**

**Date:**

**Name:**

**STRICTLY CONFIDENTIAL**

Date: 09<sup>th</sup> July 2021

Name: Leon Augustine

Address: Emmanuel Home, Near Anantha Gate, Vinayaka nagar Kammasandra, Bangalore south , electronics city Bangalore, Karnataka 560-100

**Re: Offer of Employment**

Dear Leon,

We, Alorica (India) Private Limited are impressed with your credentials and are happy to make an offer of employment as **DBOR**. We believe you will be a valuable addition to the Company, and we wish you all the success.

**Terms and Conditions:**

1. Your total Cost to Company will be **Rs.230000/- (Rupees Two Lakh Thirty Thousand Only)** per annum and will be subject to deduction of tax at source as per statutory regulations and applicable laws. The detailed break-up of your compensation, perquisites and benefits will be furnished to you in the appointment letter issued on the day of joining.
2. You are required to join on **12<sup>th</sup> July 2021** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
3. You are requested to Join Virtual induction on **12<sup>th</sup> July 2021**.
4. At the time of joining, you are requested to submit the copies of the following documents:
  - Application for Employment
  - Non-Disclosure Agreement
  - Copy of Educational Certificates (10, 10+2, Graduation, Post-Graduation, Course Certifications, if applicable)



Passion. Performance. Possibilities.

- Pay Slip for the last 3 months of your employment from the previous employer
- Service and Relieving letters from all previous employers
- Proof of identity: Copy of Passport, Driving License, Voter ID Card or PAN Card (anyone).
- Copy of Full Aadhaar.
- 6 passport size photographs (With White Background).
- Other new hire paperwork as required by the Company

Please note that the Company reserves the right to withdraw the offer made to you, before your acceptance of the same, without providing any reasons to you.

Please sign the duplicate copy of the offer on all sheets at the bottom on the right corner and return to the undersigned within 24 hours of receipt of the offer, as a token of your acceptance and mentioning the date of your joining the Company. You will be issued a detailed Appointment Letter with terms & conditions on the day of joining.

**Note:** Typing skills to be assessed pre & post training and post completion of ramp – will influence confirmation timelines

In the event any employee of the Company fails to clear the certification tests of a client, the Company shall, at its sole discretion, either change the role of the employee or terminate the employment of the employee immediately. The employee shall be entitled to the salary for the days for which the employee provides services to the Company. In such an event, the Company shall not be responsible for the payment of notice period salary irrespective of whether they are in probationary period or confirmed employee.

Please find below the notice period payments:

- During Probation: You May terminate the employment with Company at any time by serving a prior written notice of Fifteen days, or with permission from the head of the concerned Department for paying applicable salary in lieu of notice.
- Post Probation: After Confirmation of your employment with Company, you may terminate your employment by serving prior written notice of Sixty days, or with permission from the head of the concerned Department for paying applicable salary in lieu of notice.

**We welcome you to the Company and look forward to a long and mutually beneficial association.**

Yours faithfully  
for Alorica (India) Private Limited

Read and Accepted

Sumanth Nag  
Vice President – Alorica India Pvt Ltd

Leon Augustine

**Annexure 1**

**Salary on CTC basis**

<b>Description</b>	<b>Monthly Gross (INR)</b>	<b>Annual Gross (INR)</b>
<b>Fixed Salary (A)</b>		
Basic	7667	92000
HRA	3833	46000
Special Allowance	2638	31651
Food Allowance	2000	24000
Advance against Statutory Bonus	639	7664
<b>Gross Pay (A)</b>	<b>16776</b>	<b>201314</b>
<b>Retirals (B)</b>		
PF Contribution by Employer	1477	17718
ESIC (@3.25% of earned Gross Pay) - Employer's Contribution	545	6543
Gratuity (4.81% of Basic)	369	4425
<b>Sub Total - Retirals</b>	<b>2390</b>	<b>28686</b>
<b>Total CTC (A+B)</b>	<b>19167</b>	<b>230000</b>

**JNANA BINDU RURAL DEVELOPMENT & EDUCATION SOCIETY (R)**  
**ಜನಾಂ ಬಿಂಡು ರೂಲ್ಸ್ ಡೆವಲಪ್ಮೆಂಟ್ ಐಂಚ್ ಎಜುಕೇಷನ್ ಸ್ಮಾರ್ಟ್ (ರ)**

Hommadevana Halli, Bannerughatta Road, Bangalore - 560 083.  
M : 9945922365

Ref: Date: 01/10/2021  
To,

Ramya M  
Garvebhavi palya  
Bangalore- 68  
9686768348

Respected Sir,

**Sub: Letter of Appointment**

With reference to the discussion we had with you, we are pleased to appoint you as Asst. Lecturer for Accounts & Business Studies .Under the following terms and conditions:

**1. Commencement Date:**

Your date of appointment will be effective from November 1st of 2021.

**2. Salary and Benefits:**

Salary as discussed will be 15000/- for full time (9.00 am to 4.00 pm) with 5 to 5.5 hrs of Teaching hrs/day. PF facility will be Provided after you become Permanent and experienced for 3 Yrs in our college. Salary will be paid by Bank.

**3. Agreement:**

You should atleast complete a Academic Year. If discontinued in between Markscards Will not be returned. If Discontinuing after one year , Prior information should be given to management 3 months before.

**4. Salary Increement:**

Salary will be increased and discussed with you at the beginning of every year.

**5. Documents:**

1 Master Degree And 1 Degree Original Marks card should be submitted

*Shyam*  
Principal  
JNANA BINDU COMPOSITE PU COLLEGE  
Hommadevanahalli, Bannerughatta Road  
Bangalore - 560 083

Ref No: 23-NOV-WI-0043102

Date: 26-Nov-2021

Ms. RASHMITHA R

#216 near S.V.V.N school ,Guddahatti (v), Nearaluru (P), anekal(T), Attibele (H),Banglor-56207  
Attibele Industrial Area Bangalore  
Karnataka 562107  
INDIA

**OFFER OF EMPLOYMENT**

Dear Ms. RASHMITHA R

This is with reference to your application for employment and subsequent discussions we had with you. We, Muthoot Fincorp Ltd. have pleasure in offering you employment as a **Probationer** as per the terms and conditions given below.

Designation	:	CUSTOMER SERVICE EXECUTIVE
Grade	:	B1
Department	:	BRANCH
Branch	:	HEBBAGODI
Location	:	HEBBAGODI

Your services shall be transferable across the Country and /or within any entity coming under Muthoot Pappachan Group.

- I. Your Compensation details are as mentioned in **Annexure A**. The compensation package shall be governed by policies and guidelines of the Company as may be applicable from time to time and also by the statutory guidelines.
- II. You are required to join on 15-Dec-2021 and while joining, please carry originals and copy of the documents mentioned in **Annexure B**. Upon your joining duties, you will be issued a formal appointment letter, the terms of which shall be binding on you.
- III. Your probation will be for a period of **12 Months**. Your work performance, suitability for the position and adaptability to organizational values will be reviewed over this time and the Company, at its sole and absolute discretion, may confirm your services after completing the above Probation period or may extend the probation for further periods as may be communicated in writing.
- IV. Your appointment and continuation in employment is subject to satisfactory background verification, completion of documentation, joining formalities and upon your being found fit in the pre employment medical examination.
- V. If you wish to resign from the services of the Company, you may do so by giving **30 days**' notice in writing or making payment in lieu thereof with the prior approval of the Company and also after clearing of all dues. The Company may terminate your services during the probation period without notice and without assigning any reason or without any payment in lieu thereof.

VI. Your leave and other benefits shall be as per the Company policy and also in line with the standing orders, as applicable. You shall display honesty and integrity in your work and shall keep all official documents and information strictly confidential. As an employee of the Company, you shall, during your employment, ensure that utmost care and caution is taken while engaging with the customers and / or you shall also be liable and responsible for safe keeping all assets and valuables related to the business of the Company.

VII. This is only an offer of employment and you shall communicate your acceptance of this offer within 5 days from the receipt hereof, failing which, this offer shall stand cancelled.

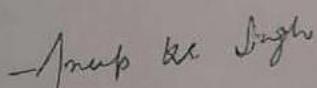
VIII. Any dispute regarding this offer and / or your appointment / employment shall be subject to the laws of India.

Kindly sign on all the pages of this offer letter as your acceptance of our offer and the terms of employment as mentioned. Feel free to mail [samyukt.k@muthoot.com](mailto:samyukt.k@muthoot.com) for any queries and clarifications.

Wish you all the best and look forward to a mutually beneficial association.

Yours sincerely,

For Muthoot Fincorp Ltd.



ANUP KUMAR SINGH

DVP - Employee Experience

HUMAN CAPITAL MANAGEMENT & DEVELOPMENT

# KARNATAKA FRANSALIAN SOCIETY

## VINAYALAYA

P.B. No. 5557, Malleswaram West P.O., Bangalore - 560 055, Karnataka, INDIA.

Reg. No. 83 / 72-73

Tel: 080 - 23340379

REF: KFS- APPT ORDER – SEC – 001/2021-2022

ORDER: The Management of Karnataka Fransalian Society is pleased to appoint, **Mr. Sreenath M** for the post of **Junior Accountant on probation**, for a period of eleven months ( 04 .10 . 2021 – 04 .09 . 2022 ). He should join the duty in the forenoon of 04<sup>th</sup> October 2021. Kindly submit the duty report to the undersigned.



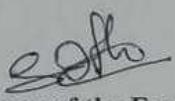
Rev. Fr. Tony A J, MSFS

**FINANCE ADMINISTRATOR**  
**SFS GROUP OF INSTITUTIONS**  
Hebbagodi, Electronics City Post  
Bangalore - 560 100.

I, Sreenath M hereby accept the appointment order number KFS- APPT ORDER – SEC - 001/2021-2022 dated 04/10/2021 and declare that I shall abide by the rules and regulations of Karnataka Fransalian Society with utmost sincerity.

NAME: SREENATH M

DATE: 04/10/21

  
Signature of the Employee

01 Sep 2021

To  
Boopathy V  
Karnataka

E Code:- 232322

Subject: Appointment Letter for the Post of Team Member - Part Time Employment

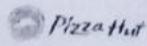
Dear Boopathy V,

We are pleased to appoint you as "Team Member" in our organization w.e.f. 01 Sep 2021 on following terms and conditions at Kfc - Bangalore Hsr Layout.

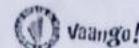
Your monthly salary and allowances shall be as under, however you shall be paid based on Hours Worked by you during the month:-

<u>Components</u>	<u>Amount (Rs.)</u>
Basic Pay	7669
House Rent Allowance	5113
<b>Gross Salary Per Month</b>	<b>12782</b>

1. Your services will be governed by the rules which are either framed or amended from time to time or in force for the time being in the organization. Your services are liable to be transferred/assigned to any department/section or division of the company anywhere in India and/or to any office or any member concern or sister concern of the organization, whether existing at present or to be opened in future.
2. Your duty hours shall be for any time-slot, straight or broken, and is liable to be changed from time to time as per exigencies of work at the sole discretion of the Management.
3. That during the course of your employment with us, you will not work directly or indirectly for any person, firm or company/organization whether with or without pay/remuneration nor will you engage yourself or take interest, directly or indirectly in any trade or business either as employer or as employee or partner or advisor or in any other capacity.
4. That during the course of your employment you will discharge your duties efficiently and diligently and to the best of your ability and shall devote your whole time and attention to the interest of the organization, and generally carry out the duties and work as assigned to you, and shall obey and comply with all the lawful orders and directions given to you by the management of the Company, you shall honestly, diligently and faithfully serve the organization and use your utmost endeavor to promote the interest of the Company.
5. During the course of employment with us or afterwards you will not give to anyone by word of mouth or otherwise any particulars or details of administrative, and/or technical organizational matters whether confidential, secret or otherwise which you acquire during the course of your employment with the Company.



**COSTA**  
COFFEE



**At the foodstreet**

Registered Office: F-2/7, Okhla Industrial Area Phase-4, New Delhi-110020 (India) Tel.: +91 11 41706720-725

• Devyani International (Nigeria) Pvt. Ltd. • Devyani International (Nepal) Pvt. Ltd. • Devyani Food Street Pvt. Ltd.

corp

# Devyani International Limited

Corporate Office: Plot No. 18, Sector-35, Gurugram - 122004, Haryana (India)  
Tel.: +91 124 4566300 • Fax: +91 124 4786000 • E-Mail : devyani@dil-rjcorp.com • Website : www.dil-rjcorp.com  
CIN No. :U15135DL1991PLC046758

6. That you will be honest and faithful employee of the organization in all matters and shall not at any time, except under the process of law disclose any trade secret in respect of its dealings, transactions or affairs which may come to your knowledge. In case of breach of conduct in this regard you shall be liable to prosecution in a court of law besides any other disciplinary or other action that may be deemed fit by the company.
7. Your services can be terminated by giving 7 days' notice on either side or salary in lieu of notice. However, no notice will be necessary if the management finds that the particulars supplied by you in your application for appointment are false.
8. That if at any time during your employment you are found guilty of an act of misconduct or any willful breach of the terms of this appointment or rules or directions, disobedience of the instructions given to you from time to time, the management may, without any notice or payment in lieu of notice, put an end to your service and terminate your employment with the Company forthwith. You will be deemed to have brought about such a situation by your own conduct compelling the management to put an end to your employment and you shall, therefore, be liable for all losses, damages to the organization.
9. That you will keep, maintain or cause to be maintained, all files, documents and papers as also books of accounts, and keep the account of particulars of all goods. Merchandise, articles and goods received or delivered upon credit or otherwise in the course of the business; and will render at all-time faithful information concerning the said business and transactions entered therein of the organization, and furnish from time to time, the accurate details of all business dealings.
10. The appointment or its continuance is further subject to your remaining medically, physically and mentally fit. You will submit to such medical examination as and when considered necessary by the company, failure to do so would be considered a gross misconduct entailing dismissal from services.
11. You will retire from the services of the organization on attaining the age of 58 years.

Please sign a copy of this letter in token of your acceptance of this appointment terms and conditions.

Yours faithfully,

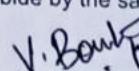
For Devyani International Limited



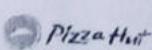
Namratha  
Manager - HR

## DECLARATION

I have read and understood the above terms and conditions and agree to abide by the same.



Signature of the Employee



**COSTA**  
COFFEE



**Twang!**

**On the food street**

Registered Office: F-2/7, Okhla Industrial Area Phase-I, New Delhi-110020 (India) Tel.: +91 11 41706720-725

• Devyani International (Nigeria) Pvt. Ltd. • Devyani International (Nepal) Pvt. Ltd. • Devyani Food Street Pvt. Ltd.

Nayana - Internship

10:37

2.00 KB/S VoLTE 4G



# Offer letter confirmation for the internship



Prashanth SUBRA... 9:04 AM

to me ▾



Dear Ms.Nayana,

I am pleased to extend the following offer of employment to you on behalf of Decathlon sports India pvt Ltd.

You have been selected as the best candidate for the sport leader(internship contract) position from March 1st till April 30th

Congratulations!



## Offer letter confirmation for the internship Inbox



Prashanth SUBRAMANI -... 12:54 pm

to me ^



From Prashanth SUBRAMANI -BANGA1058-  
prashanth.subramani@decathlon.com

To pdas97786@gmail.com

Date 4 Mar 2022, 12:54 pm

Standard encryption (TLS).  
[See security details](#)

**Dear Ms.Priyanka,**

**I am pleased to extend the following offer of  
employment to you on behalf of Decathlon sports  
India pvt Ltd.  
You have been selected as the best candidate for  
the sport leader(internship contract) position  
from March 1st till April 30th.**

**Congratulations!**



Priyanka Kumari 1:11 pm  
to Prashanth ^



Thanks a lot.

**FIXED TERM EMPLOYMENT CONTRACT**

**Name: Vamshi.K**

**Date:01/06/2020**

**Letter Date: 30/05/2020**

**Employee Id: AMVAMSHI**

In pursuance of your application for employment in our organization, we have decided to appoint you as UFF FC-Warehouse Associate FT.

The conditions of your appointment will be as follows:

1. Be it clearly understood that the assignment / work offered to you has arisen due to temporary increase of work which is part and parcel of our contracts with our Clients.
2. You would be liable to work at any of our client's location as per the requirement. In case you are deputed at a client location, you will be required to perform work / duties as required under the Work Order / MSA signed between "Aasaanjobs Private Limited" and our client "Amazon". You may also note that your services are liable to be transferred without any additional benefit or facilities, to another branch, post or place or to any office, associates or sister concern or subsidiary of any of the present or future clients of "Aasaanjobs Private Limited", at any place in India, whether in existence or which may come up in future at any time at the sole discretion of the "Aasaanjobs Private Limited".
3. Your period of Employment contract is from **01/07/2020 till 26/07/2022**. salary details are provided in Annexure "A" of this document whereas Annexure "B" contains "Service Provider Personnel Nondisclosure Agreement". You are requested to carefully go through and familiarize yourself with all the details provided in these documents, before accepting the employment.
4. Your fixed-term contractual engagement will automatically come to an end after the completion of the aforementioned period. The renewal/extension if any shall be subject to mutual consent in writing and acceptance of applicable terms & conditions as may be deemed fit and proper by both the parties to this contract.

5. Both the parties have the right to terminate the contract by giving the other party a prior notice of 30 days or an amount equal to wages for the said notice period. In the event of the employee terminating the contract without serving the said notice period the management has the right to withhold an amount equal to the wages for the unserved period of notice from the money due to the employee, if any as part of full and final settlement. In case of continued absenteeism for three or more days at a stretch or absenteeism for 5 or more days on 3 different Occasions without intimation, it will be construed that you have terminated the Contract and in such a situation, the management will not be liable to serve you the notice or make payment in lieu thereof. On the contrary, in such a scenario, the management will have a right to deduct the wages for the un-served notice period from the money due to you, if any, as part of full and final settlement.
6. You shall not at any point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever either against us or any of our clients.
7. You may be required to work in shifts and your shift timings may vary based on business requirements. However, you will be notified of the change in shift timings through posting of schedules.
8. You may have to even work overtime as per business requirements. Overtime amount will be paid as per statutory norms.
9. You will be expected to carry out the duties assigned to you in an efficient and competent manner. If you have any problems/queries to carry out duties, you will be expected to bring them to your Supervisor.
10. You would be eligible for leaves & paid holidays in accordance with applicable statutory provisions. However, your leaves shall be governed by leave policy of "Aasaanjobs Private Limited".
11. If any declaration given or furnished by you to the "Aasaanjobs Private Limited" proves to be false or if you have willfully suppressed any material information, in such a case you will liable for strict action including to removal from service without notice.
12. In day to day functioning or carrying out responsibilities, you will report and receive instructions from our Supervisor and shall be bound to follow service conditions of "Aasaanjobs Private Limited". Such supervisor shall exercise control over your working including initiation of disciplinary proceedings against you.
13. You will be entitled to all other statutory benefits wherever applicable during the contract period which would be paid by "Aasaanjobs Private Limited" but not be entitled to any benefit/ privileges available to other regular associates of the establishment of "Aasaanjobs Private Limited" or of our

clients "Aasaanjobs Private Limited". The agency will be solely responsible for the all statutory payments and you will have no right to claim the same from the Clients of "Aasaanjobs Private Limited".

14. During the course of your contract with us, you may be transferred to any other location/project site of our client's entity to meet the urgent contract requirement. In such condition, all other terms of contract will remain unchanged including compensation and benefits.
15. You will not, at any time without the written consent of the authorized person of "Aasaanjobs Private Limited", disclose or divulge or make public except on legal obligations, any information about the "Aasaanjobs Private Limited" and its Clients business affairs or secrets which has become known in the course of discharging obligations under this contract or otherwise to any other person or institution.
16. In case of any indiscipline/disobedience/ misconduct/theft committed by you, or any other kind of activities that may lead to disruption of operations, or in case any complaint is received against you from any of our clients, "Aasaanjobs Private Limited" will have a right to take a strict action against you including termination of service without any notice period or pay in lieu thereof.
17. In case of default or negligence has been proved on your part resulting in loss or cease of operation to "Aasaanjobs Private Limited" or to our client, under the circumstances of "Aasaanjobs Private Limited" is authorized to recover or deduct from your salary an equivalent amount (or part of it) for any such instances occurred, as permissible under statutory provisions.
18. Execution of this Letter by you shall be a full and complete acceptance by you to perform the services. Upon acceptance, you shall;
  - I. fully perform the services, in a professional manner, at work site till your employment. You will follow the standard operating procedures (SOPs) and guidelines applicable to your work at client location with utmost professionalism and in an ethical manner while respecting the timelines and instructions of your supervisor at all times;
  - II. not engage in any conduct detrimental to the interests of the "Aasaanjobs Private Limited" or our clients "Amazon";
  - III. not, either directly or indirectly, offer yourself for employment or gainfully engage with any client, customer or competitor or its agencies or its affiliates during the period of the present work assignment without the prior permission of "Aasaanjobs Private Limited";

IV. Comply with the applicable Policies (such as safety, health, environment policy), Code of conduct and Rules & Regulations of Aasaanjobs Pvt Ltd. at all times during the course of your employment contract.

19. Your appointment and continuity in employment will always be subject to you being found medically fit and clearing the background verification check as required by the "Aasaanjobs Private Limited".

20. Upon lapse or termination of the employment, your employment with "Aasaanjobs Private Limited" shall stand terminated forthwith.

21. Termination of this Letter shall not affect the obligations of the parties that have been incurred prior to termination and "Aasaanjobs Private Limited" will promptly settle all your dues after making applicable deductions. Further, obligations relating to confidentiality and intellectual property shall continue after termination/ expiry of this Letter.

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

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

24. In addition to the above, you are also governed by the standard employment rules/ standing orders and safety/security rules of the "Aasaanjobs Private Limited" and you are required to read them in conjunction

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

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

27. We take this opportunity to wish you the very best in your tenure with "Aasaanjobs Private Limited".

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



I have read this letter in full & understand it fully. By signing this letter of contract, I accept all aforementioned terms & conditions of the contract of employment offered by "Aasaanjobs Private Limited".

For Aasaanjobs Private Limited



Authorized Signatory Name: Juned Khatri

Date: 23/03/2021

Annexure - A

Gross Salary		Statutory benefits	
Basic + DA	Rs. 15000	PF Employer	Rs. 1800
HRA	Rs. 681	ESIC Employer	Rs. 510
Other if Any		Others if any	
LTA	Rs. 0	LWF	Rs. 3
Fixed OT	Rs. 0	PF Admin @1%	Rs. 150
<b>Total Gross Salary (A)</b>	<b>Rs. 15681</b>	<b>Total Statutory Contribution (B)</b>	<b>Rs. 2463</b>
<b>Total Deduction ( C )</b>	<b>Rs. 2120</b>		
<b>Net Salary D = (A - C)</b>	<b>Rs. 13561</b>		
<b>Final Take Home</b>	<b>Rs. 13561</b>	<b>Cost to Company (A + B)</b>	<b>Rs. 18144</b>

## Annexure B

### Service Provider Personnel Nondisclosure Agreement

This Non disclosure Agreement (this "Agreement"), effective as of **28/02/2021**, entered in to by, ("Service Provider Personnel"), an employee of "Aasaanjobs Private Limited", ("Service Provider"), for the benefit of clients of "Aasaanjobs Private Limited". (and the Clients and the Service Provider Personnel are referred to individually as a "Party" and collectively as the "Parties").

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

#### 1. Confidential Information.

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

#### 2. Exclusions.

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

**3. Use of Confidential Information.**

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

**4. Disclosures to Governmental Entities.**

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



#### **1. Ownership of Confidential Information.**

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

#### **2. Notice of Unauthorized Use.**

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

#### **3. Return/Destroy or Discontinue Use of Confidential Information.**

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

#### **4. Injunctive Relief.**

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

#### **5. Scope; Termination.**

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

## **6. Indemnity**

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

## **7. Outside Employment**

You agree that during the period of your employment, you will not, without the prior written approval of the "Aasaanjobs Private Limited", directly or indirectly engage in any outside employment activity relating to any line of business in which client is engaged, or which would otherwise conflict with or adversely affect in any way the performance of your employment obligations to our client.

## **8. Miscellaneous.**

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

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

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

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

This Agreement is governed by the laws of India, excluding its conflicts of law rules. In the event



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

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

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

Accepted  
Signature

Full Name: Vamshi.K

Address: Mastana Camp, Amarapur, Raichur, Karnataka 584128

PhoneNo: 8971131690

Aasaanjobs Private Limited

CIN No. U74900MH2014PTC259558

Registered office - Unit # 211, 2nd Floor, Kuntal Building, Modi Estate, LBS Marg, Ghatkopar (West),



**THARUN R**  
Delivery Partner for Dairy Essentials  
UID: BHL2112555  
Mobile: +91 7760183460



[www.countrydelight.in](http://www.countrydelight.in)

Beejapuri Dairy Pvt Ltd.

Unit number: 547-550, 5th Floor, JMD Megapolis  
Sohna Road, Gurugram, 122018, Haryana

X



zomato

## DELIVERY PARTNER

Essential Services - Food Delivery

Active

Tharun R

FE1516970

7760183460

KA51HN6832

FSSAI Licence: 10019064001810

Zomato Media Private Limited



Date: 7<sup>th</sup> December 2021

Ms. Chandini Thomas  
No.34 room no.104,  
Thimmaraya Swamy Nilaya,  
Opp.ABC reataurant, Silicon town,  
Electronic city phase 2,  
Bangalore 560100

**Strictly Personal & Confidential**

Dear Chandini,

Further to your application and interview with us, we invite you to be a part of UNBXD Software Private Limited (the "Company") and are pleased to offer you the position of **Business Development Manager**.

You will draw a cost to company of an amount equal to **INR 8,50,000 (Rupees Eight Lakhs Fifty Thousand only)** per annum ("CTC"), a breakup of which is attached to this letter as Annexure-2.

Out of the total CTC payable to you by the Company as detailed in Annexure-2, you will be entitled to a Variable Component of INR 2,55,000 (Rs. Two Lakhs Fifty Five Thousand only) per annum and an annual fixed compensation of INR 5,95,000 (Rs. Five Lakhs Ninety Five Thousand only) which will be payable at the end of each month, in accordance with the Company's regular payroll policy, which shall be subject to withholding tax and other normal deductions, in accordance with this letter and the Rules & Regulations and Policies of the Company.

Please note that this offer is made on the understanding that the information furnished by you, including but not limited to the information set out below, for a gainful employment in the Company is correct, true and complete in all respects:

- 1) **Proof of Age / Residence / Contact Details / Family status:** You shall be required to produce statutory proof of age at the time of joining. The same may be evidenced by the School Leaving Certificate or by the birth registration certificate or copy of the passport. Your date of birth so entered in the service records, shall be final and you shall not be permitted to seek a change of date of birth.
- 2) **Past Record:** If any declaration given, or information furnished by to academic / professional qualifications and work experience is found to be false or if you have found to have suppressed any material information affecting your appointment in the Company, you shall be terminated from service without any notice and compensation whatsoever.

You will also be required to go through the Company's background verification process, and in the event that any information furnished by you is not correct / true / complete or the Company is not satisfied with the information provided by you, the Management shall have the right to withdraw this offer without notice or compensation.



# UNBXD

UNBXD Software Private Limited

Also note that this offer is subject to the terms and conditions listed in the Annexure-1 and Annexure -2 attached.

Please self-attest a copy of this letter as a token of your acceptance and return the same within 3 (three) days from the date of the receipt of this letter.

We look forward to working together to build a successful business.

Yours Faithfully,

For UNBXD Software Private Limited

Prashant Kumar  
CTO & Co - Founder



Name: Ms. Chandini Thomas  
Location: Bangalore  
DOJ: 7<sup>th</sup> December 2021

## ANNEXURE-1

### TERMS & CONDITIONS OF EMPLOYMENT

Your employment is governed by the following:

- 1) **Work Location & Department:** You will be working out of the Company's office in Bangalore, Karnataka. The Company may, at its sole and absolute discretion, transfer your services to the other offices of the Company, located within India or outside India, from time to time, after following the due procedure set out under applicable law. You shall always be required to abide by the Company's Rules and Regulations and the Policies of the Company, during the tenure of your employment with the Company. Whilst you have been recruited into **Marketing Team**, please note that you may also be transferred on a permanent or temporary basis to another department, based on business exigencies.
- 2) **Salary:** Your cost to company (hereinafter referred as "CTC") shall be an amount equal to INR 8,50,000 per annum, as further detailed in Annexure-2. The CTC shall be inclusive of all statutory levies. In all such cases the Company shall provide appropriate certificate(s) as mandated by applicable law.
- 3) **Working Hours:** The Company works Monday through Friday. You would be required to work hours as per the requirements of the Company.
- 4) **Probation:** The probationary period you will serve with the Company will be Three (3) months and the Company reserves the right to extend your probationary period or terminate your employment in case there are performance, behavior and / or conduct issues during the probation period and is found unsatisfactory at the sole discretion of the Company. Confirmation shall depend upon satisfactory review of your performance and conduct during the probation period. You shall not be entitled to take any type of leaves during the probation period. If any leaves are taken your probation will be extended accordingly.
- 5) **Relinquishment of Service:** You shall be entitled to resign from the services of the Company by giving two (2) months written notice or by tendering gross salary in lieu of the equivalent to two (2) months' notice, subject to acceptance of the same by the Company. Likewise, the Company shall be entitled to relieve you from the services of the Company by giving two (2) months' notice or two months gross salary in lieu. However, in case of dismissal / removal or termination of your services for misconduct, fraud or breach of any of the terms & conditions of the services, the Company shall give you a notice stating the cause for termination. The Company shall provide you with the right to refute any determination of the ground of termination as specified in such notice, and any termination by reason of such determination shall be effective once you are afforded an opportunity of fair and impartial hearing on the principles of natural justice. The Company's shall not be required to make any payment in lieu of the notice or any payment other than statutory. With reference to points i & ii mentioned above under relinquishment of service, resignation once submitted and received by the Company, cannot be withdrawn by you except through a written consent from the



management. In case Employee Stock Options (ESOPs) are issuable to you in accordance with the Company's Policy, they will be dealt with in accordance with the relevant ESOP plan.

6) **Non-Disclosure and Non-use Obligation:**

- i) You shall also not disclose to any person & / or organization & / or competitor any confidential and proprietary information which you have access to during your course of employment, which is presented to you by the Company or developed, conceived or created by the Company, or disclosed to you or known by or conceived or created by you during the term of your employment by the Company, with respect to the Company, including any information, its business or any of its products, processes, and other services relating to the past, present or future business of the Company or any plans therefore, or relating to the past, present or future business of a third party or plans therefore which are disclosed to you. Confidential Information includes, but is not limited to, all documentation, hardware and software relating thereto, and information and data in written, electronic, graphic and/or machine readable form, products, processes and services, whether or not patentable, capable of being trademarked or copyrighted or otherwise protected, including, but not limited to, information with respect to discoveries; know-how; ideas; computer programs, source codes and object codes; designs; algorithms; processes and structures; product information; marketing information; price lists; cost information; product contents and formulae; manufacturing and production techniques and methods; research and development information; lists of clients and vendors and other information relating thereto; financial data and information; business plans and processes; documentation with respect to any of the foregoing; and any other information of the Company that the Company informs you about or you should know, by virtue of your position or the circumstances in which you learned such other information, which also includes any other information available with the Company with regard to our customers and clients ("collectively, the **Confidential Information**").
- ii) Except as authorized by the Company or required in the performance of your duties as an employee of the Company, you will not, during or after your employment, directly or indirectly, use any Confidential Information or disseminate or disclose any Confidential Information to any person, firm, corporation, member of the press, association or other entity. You shall take all reasonable measures to protect Confidential Information from any accidental, unauthorized or premature use, disclosure or destruction. You will be responsible for, and required to sufficiently encrypt and otherwise protect, any information contained on any laptop computer or any removable drives or backup devices that you may use either inside or outside of the Company's office.
- iii) You shall not participate/associate for commercial gains or otherwise with any competitor and / or Company carrying on similar business as that of our Company and also not commence a similar business either on your own or with any other person or persons during the period of your employment. During the term of your employment, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice.



- iv) Without limiting the rights of the Company in respect of a breach of this clause, you shall:
  - (a) promptly notify the Company of any unauthorized possession, use or knowledge, or attempt thereof, of the Confidential Information by any other person, that may become known to you;
  - (b) promptly furnish to the Company full details in its possession, of the unauthorized possession, use or knowledge, or attempt thereof, and assist the Company in investigating or preventing the recurrence of any unauthorized possession, use or knowledge, or attempt thereof, of the Confidential Information;
  - (c) cooperate with the Company in any litigation and investigation against third parties deemed necessary by the Company to protect its proprietary rights; and
  - (d) promptly use your best efforts to prevent a recurrence of any such unauthorized possession, use or knowledge, or attempt thereof, of Confidential Information.
- v) Upon termination of your employment with the Company for any reason or at any time upon request of the Company, you agree to deliver to the Company all materials of any nature which are in your possession or control and which are or contain Confidential Information, or which are otherwise the property of the Company or any vendor, licensor, licensee, customer or client of the Company, including, but not limited to writings, designs, documents, records, data, memoranda, tapes and disks containing software, computer source code listings, routines, file layouts, record layouts, system design information, models, manuals, documentation and notes.

7) **Non-compete and Non-solicit Clause:**

- (a) You shall not, during the tenure of your employment with the Company and for a period of 1 (one) years thereafter, directly or indirectly, whether jointly and / or severally or together with any other person (including, any combination thereof) incorporate, promote, join, engage, enter into or associate yourself in any capacity whatsoever or be interested in or concerned in any manner with a competing business, in whatever form and wherever organized, to that of the business of the Company, as now or hereafter may be carried on (or agree to or enter into or participate in any negotiations or discussions to do all or any of the foregoing).
- (b) You shall also not engage or involve any employee of the Company, in the case of ownership & management of a similar business as of the Company by you, for a period of 1 (one) year from the last date of your service with the Company.
- (c) During your tenure of service in the Company, if your spouse engages in any activity that is in competition with the business of the Company, you shall promptly notify the same to the Company in writing to seek approval from management.
- (d) You shall not, attempt in any manner to solicit from any client/customer or partner except on behalf of the Company, business of the type carried on by the Company at any time or to persuade any person, firm or entity which is a client/customer or



partner of the Company to cease doing business or to reduce the amount of business which any such client/customer or partner has customarily done or might propose doing with the Company whether or not the relationship between the Company and such client/customer or partner was originally established in whole or in part through his or its efforts.

8) **Code of Conduct:** As a part of this appointment letter with the Company, it is important that you fully understand this context and abide by the policies governing it:

- i) You shall, during the service with the Company, devote your work hours and attention to the Company's business entrusted to you, with integrity and ethical conduct. You shall not engage yourself directly/ indirectly any business or service other than the Company's business.
- ii) You shall carry out work diligently and devote full time and attention to the tasks while on the premises of the Company and not indulge in the activities of personal interest or personal entertainment which hinder the interest, business activities of the Company, and the performance of your colleagues and yourself.
- iii) While at work on the Company premises, use or possession of alcohol, narcotic or like substance/s will be ground for disciplinary action including dismissal

9) **Protection of the Company's Property:** During your tenure with the Company, you shall safeguard/protect the Company's property which is tangible and intangible, which is in direct /indirect possession of you. Misuse of any of the Company's properties, tangible or intangible, will be ground for disciplinary action including dismissal.

10) **On Separation:**

- i) On cessation of employment howsoever caused, you shall immediately hand over to the Company's representative as appointed by the management, all the Company's properties, including the tools' accessories, documents & specifications, and obtain clearance certificate from the Company's representative and Talent Management department and on production of which alone your dues if any, shall be settled by the Company.
- ii) On your failure to do so, apart from other legal remedies, the Company reserves the right to recover from you by payments or such means as well as by adjustment of money otherwise due to you, including but not limited to the cost of such tools, accessories, cost of damage incurred to business & goodwill of the Company, so as to settle the accounts.
- iii) Loans, cash advances, travel advances or any finances availed from the Company over and above the stated CTC, shall have to be paid back as applicable to the Company. The Company's property & assets, if any in your charge shall have to be handed over to the Company's representative or Talent Management Department.
- iv) Cost or professional fees incurred by the Company for any performance training or any training, theoretical as well as practical, as attended by you prior to the cessation of employment shall be recovered as part of final clearance & settlement.



11) **Ownership of IPR:**

- i) All rights, title and interest in any intellectual property arising out of or in connection with your employment, including without limitation any copyrights, rights to derivative works, trade secrets and any other intellectual property rights, created or conceived (including, but not limited to, any tools, designs or methodologies) in the Company's premises or using the Company's property, either alone or jointly with others, shall be considered as a "work-for-hire" and shall be the property of the Company.
- ii) You hereby, without further consideration, perpetually transfer, assign and convey all your right, title and interest in the intellectual property rights (including, but not limited to, any moral rights) that you are entitled to, to the Company or any person or entity designated by the Company (the "Employee IP"). You hereby agree to absolutely and unconditionally assign to the Company (or any person or entity designated by the Company) all your right, title and interest in and to all Employee IP which may be created or developed during your employment, as and when such Employee IP is created or developed. Such assignment shall, to the extent permissible by applicable law, be automatic, without requiring any further acts by either Party.
- iii) You shall, from time to time, as may be reasonably requested by the Company, do any and all things which the Company may deem useful or desirable to establish or document the Company's exclusive ownership of any and all rights in any such results and proceeds, including, without limitation, the execution of appropriate copyright and / or patent applications or assignments.
- iv) To the extent you have any rights in the results and proceeds of your services hereunder that cannot be assigned in the manner described above, you unconditionally and irrevocably waives the enforcement of such rights.
- v) This Clause is subject to, and shall not be deemed to limit, restrict, or constitute a waiver by the Company of any rights of ownership to which the Company may be entitled by operation of law by virtue of the Company being your employer.

12) **Prohibition of Discrimination & Harassment to Co-workers:** You are expected not to indulge in any act of harassment mental or physical towards any co-worker. You are equally responsible for creating a harmonious work atmosphere and accordingly should propagate appropriate behavior amongst colleagues and adhere to the same at the workplace.

13) **Provident Fund, Family Pension and Deposit Linked insurance Schemes under Provident Fund Act:** You will be required to become a member of the approved Provident Fund Scheme, Family Pension Fund Scheme and under the Employees' Provident Fund and Miscellaneous Provisions Act, 1952, from the date applicable as per the Rules. All required documents have to be submitted within 30 days of joining.

14) **Gratuity:** Employees who have completed 5 (five) years of continuous service in the Company are entitled to receive gratuity as per provisions of the Payment of Gratuity Act 1972. This is provisioned but will be paid only at the time of employees' separation from the Company post 5 (five) or more years of continuous service.



15) **Retirement:** The normal age of retirement from the services of the Company is on completion of 58 years of age.

16) **Other Terms and Conditions of Service**

- i) **Professional Ethics:** During the tenure of employment, you will not be permitted to carry on any business or profession or enter, for any part of employee's time, in any capacity, the services of, or be employed by or engaged with any other firm, Company or person.
- ii) You will be bound by the Rules & Regulations and Policies of the Company.
- iii) This appointment is directed towards developing a career for you at the Company. However, employment at the Company will always entail the condition of satisfactory employee performance and satisfactory market conditions for the Company's services (as it may determine at its sole discretion).

I have read and hereby accept the terms and conditions mentioned

Employee Signature

Date



**Notes:** The following are the guidelines / requirements formulated by the Company in relation to each component, as well some information about tax exemptions in relation to each in accordance with the Income Tax Act, 1961.

**House Rent Allowance:** The tax exemption for House Rent Allowance would be computed based on the rent paid by you.

**Transport and Medical Allowance:** The tax exemption for Transport and Medical Allowance would be limited to Rs. 3333 per month.

**\*LTA:** The tax exemption for 2 domestic journeys in a block of 4 calendar years (Current block is 2018–2021).

**Flexible Benefit Plan:** Employees can avail additional tax benefit on the salary by choosing various components from Flexible Benefit Plan. All the tax free components are subject to production of bills only.

**Provident Fund:** The contribution to Employees Provident Fund is made at minimum statutory requirements of INR 3600/- per month (INR 1800/- each from employee and employer. The amount given in the salary structure denotes the employer's & Employee contribution to Provident fund. An Employee can increase the contribution to EPF at 24% on basic salary (12% each from employee and the employer) which needs to be declared during on boarding. However, employee can contribute to Voluntary Provident Fund (VPF) by declaring the monthly contribution on payroll portal and avail the tax benefit under section 80C of Income Tax Act.

**Gratuity:** Gratuity benefits will be as per the provisions of the Payment of Gratuity Act, 1972.

**\*Medical Insurance Benefits:** As per Company's prevalent policy and norms, you will be covered under Group Medical Insurance for Sum Insured of 5 Lakhs for self, spouse and two children and 3 Lakhs Sum assured for parents / in laws. Group Personal Accident Insurance is also provided for Sum assured of 1 time of the CTC. Please note, this is subject to change as per Company's prevalent policy and norms. Company also provides Term Life insurance up to 2 \* CTC subject to a maximum amount of Rs. 1 Crore.

Thanking you,

For Unbx Software Private Limited

Prashant Kumar  
CTO & Co Founder

I have read and hereby accept the terms and conditions mentioned.

Employee Signature

Date

Amazon





We understand your world

MR. KRISHNA L  
 # 13, MUNIRAJU BUILDING KRISHNA  
 REDDY LAYOUT, G S PALYA MAIN ROAD  
 NEAR SHAMS SCHOOL, MANJUNATHA  
 BANGALORE 560100  
 KARNATAKA INDIA

JOINT HOLDERS :

Nomination : Not Registered

Account Branch : ELECTRONIC CITY PHASE 2  
 Address : HDFC BANK LTD, 42/4 A  
 SHANTHIPURA MAIN ROAD NEXT TO TCS,  
 ELECTRONIC CITY PHASE-II  
 City : BENGALURU 560100  
 State : KARNATAKA  
 Phone no. : 080-61606161  
 OD Limit : 0.00  
 Currency : INR  
 Email : krishnaking749@gmail.com  
 Cust ID : 156876577  
 Account No : 50100387383235 OTHER  
 A/C Open Date : 13/11/2020  
 Account Status : Regular  
 RTGS/NEFT IFSC: HDFC0004680 MICR : 560240151  
 Branch Code : 4680 Product Code : 1133

From : 01/12/2021

To : 28/02/2022

## Statement of account

Date	Transaction Details	Debit	Credit	Balance
12/12/21	UPI-KRISHNA L-9148599250@AXL-PYTM0123456 -134659902469-PAYMENT FROM PHONE	0000134659902469	12/12/21	6,000.00
12/12/21	UPI-M ARIDEVAN-HARIDEVANHARIDEVAN78@OKIC ICI-UBIN0907472-134628615679-UPI	0000134628615679	12/12/21	163.00
12/12/21	UPI-MUSHEER AFROZE-Q023239250@YBL-YESB0Y BLUPI-134630132277-UPI	0000134630132277	12/12/21	80.00
12/12/21	UPI-MUSHEER AFROZE-Q023239250@YBL-YESB0Y BLUPI-134630129894-UPI	0000134630129894	12/12/21	30.00
12/12/21	UPI-RAVIKUMAR B J-BHARATPE90721479194@YE SBANKLTD-YESB0YESUPI-134631864824-PAY TO BHARATPE ME	0000134631864824	12/12/21	50.00
12/12/21	UPI-BHAGYA-PAYTMQR281005050101RZLND6VB03 RG@PAYTM-PYTM0123456-134633356030-UPI	0000134633356030	12/12/21	80.00
12/12/21	UPI-HIRANNAIAH A E-HIRANNAIAHAE@OKHDFCB ANK-CNRB0000033-134633453685-UPI	0000134633453685	12/12/21	20.00
12/12/21	UPI-VAISHNAVI THIRUPATHI-GANIVAIH07197@ OKJCICI-KVBL0001277-134634719480-UPI	0000134634719480	12/12/21	80.00
13/12/21	UPI-KRISHNA L-9148599250@AXL-PYTM0123456 -134788340643-PAYMENT FROM PHONE	0000134788340643	13/12/21	20.00
13/12/21	ATW-526099XXXXXX6255-P1ENBA37-BANGALORE- URB	0000000000007595	13/12/21	6,000.00
13/12/21	CASH DEPOSIT-526099XXXXXX6255-ELECTRONIC CITY PHASE 2	0000000000008945	13/12/21	10,500.00
13/12/21	UPI-RAJAGURU M-GURUNATHAA@OKAXIS-UTIB000 0798-134747176433-UPI	0000134747176433	13/12/21	10,500.00
14/12/21	DEBIT CARD ANNUAL FEE-NOV-2021 241121-MI R2234785463744	MIR2234785463744	14/12/21	0.59
20/12/21	NEFT CR-ICIC0000105-FOR NEEDS MANPOWER S UPPORT SERVICES PRIVATE L-KRISHNA L-ICIB 213540032945	ICIB213540032945	20/12/21	1,000.00
22/12/21	UPI-KOMALA N-KOMALAA.REDDY@OKCICI-KARBO 000945-135621042879-UPI	0000135621042879	22/12/21	20,000.00

PRIVATEANDCONFIDENTIAL

L

Date:17/09/2021

Aravintha Jinesh BS

Location:FDK\_BAN\_Jayanagar\_001

Dear Aravintha Jinesh BS

This Employment Agreement (Agreement) reflects that **Aravintha Jinesh** (Employee/You/Your) has accepted employment with **Piscese Services Private Limited** (Company) on the terms and conditions contained in this Agreement.

**1. COMMENCEMENT OF EMPLOYMENT**

Your employment will be effective on a date mutually agreed upon following your acceptance of this agreement. As of the date of this Agreement, you shall commence employment with the company on **20/09/2021** and be bound by the terms and conditions laid down in this Agreement.

Your employment is contingent on the result of a background check which may include criminal records check and reference checks, and may include an interview, education, work and medical history. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded or your employment with the Company may be subject to immediate termination, in accordance with Section 11 of this Agreement.

**2. JOB TITLE**

Your job title will be **Shift Manager - Dark Store** and you shall be a part of **Operations** team. Your designation and reporting relationship may undergo a change from time to time as may be determined by the Company.

**3. JOB DESCRIPTION**

For your reference and record, a detailed job description may be developed by the Company and provided to you. Such job description shall be subject to revision from time to time. Notwithstanding the responsibilities listed in the job description, you shall also be expected to discharge all such duties and responsibilities as the position or your department may demand from time to time.

**4. COMPENSATION PACKAGE**

The details of your annual compensation package including base salary, taxable and non-taxable allowances, certain benefits (if applicable), perquisites, reimbursements (if applicable) and other statutory payments (the "Compensation Package") are set forth in Annexure "A" to this Agreement. The breakdown of the remuneration may need to be revised from time to time to keep up with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability you may face due to such revisions. Further, any increments and/or promotion shall be based on your performance and at the sole discretion of the Company.

Your Compensation Package is purely a matter between You and the Company and has been arrived at on the basis of your specific background and professional merit determined in the sole discretion of the Company. The Company expects that you maintain this information, and any future changes to your Compensation Package, as strictly personal and confidential.

**5. TAXATION**

The Compensation Package will be subject to all required deductions, including, without limitation, deductions for tax normally to be withheld by an employer under Indian tax laws and all other dues payable by you to the Company such as loans and advances, if any, provided to you by the Company. You shall be responsible for filing of your personal returns and compliance with other requirements under Indian tax laws.

**6. HOURS OF WORK**

You will be required to work, for such hours as are necessary to suit the Company's requirements, in a variety of locations and for proper discharge of your duties. You are expected to work not less as per the policy of the company rules and regulation and also as per the provisions of the legislation, and if necessary, additional days and hours, possibly including public holidays, as might be required for performing your duties competently and to meet the Company's requirements. As an employee in the full-time employment of the Company, you will be obligated 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 or devote your time or attention to any employment, business, or position of monetary interest (including directorships) in any institute or body incorporate, other than the Company, or a position of non-monetary interest if such a position is in direct conflict of interest with the Company or its business, including that of its subsidiaries and related parties, for any reason whatsoever without written consent of the Company signed by an authorized representative and confirmed by your Head of Department in writing. Should you receive written consent under this Section to conduct any such external activity, you shall not utilize the assets, resources and time of the Company for such external activities. You shall also declare to the Company the exact nature of the work taken up by you and provide an undertaking that any such work does not obstruct you from performing your duties towards the Company to the fullest extent in now way conflicting with the interest of the Company, including but not limited to the fact that you shall not use any Company information - confidential or otherwise and any Intellectual Property either developed by you during the course of your employment with the Company during its existence.

For the purpose of this clause, the term 'Intellectual Property' shall mean and include, without limitation, all inventions, technological innovations, discoveries, designs, formulas, know-how, processes, business methods, patents, patentable technology, trademarks, service marks, copyrights, computer software, ideas, trade secrets, writings, illustrations, scientific and mathematical models, improvements to all such property, any work-in-progress, and all recorded material defining, describing, or illustrating all such property belonging to the Company, whether in hard copy or electronic form.

## 7. PLACE OF WORK

Your assigned work location is **FDK\_BAN\_Jayanagar\_001**. The Company may, after giving you a reasonable notice, transfer or assign your services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad. The Company may also assign you to any work or assign your services to any associate company, branch, office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or agreement.

## 8. RULES AND REGULATIONS

You shall, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedure and policies framed, amended, modified or omitted by the Company from time to time. You will also be governed by statutory laws enacted by Central or State Governments or local authorities as may be applicable within your jurisdiction of employment from time to time.

## 9. CONFIDENTIALITY

You must maintain in confidence and will not disclose or use, either during or after the term of your employment, any proprietary or confidential information or know-how belonging to the Company (referred to herein as "Proprietary Information"), whether or not in written form, except to the extent required to perform your duties on behalf of the Company. Such proprietary information includes but not limited to any information obtained by you from the Company which relates to the Company or any third party in engagement with the Company, their dealings, transactions and affairs or any information concerning any of their suppliers, agents, distributors or customers and that you shall also use your best endeavors to prevent any other person from doing so. You shall not at any time during your employment and after termination of this Agreement in any way make known or divulge to any person, firm or body corporate any of the methods, systems or other information of any kind in relation to the affairs of the Company or its group companies whether such information is or was acquired by you before commencement of employment with the Company, in the course of employment hereunder or otherwise. You hereby acknowledge that any violation of this clause during your employment will subject you to dismissal based on gross misconduct as referred to under Section 11 below. In addition, the terms of this Agreement are strictly confidential and should be treated as privileged information between you and the Company.

## 10. PROBATION

Your initial employment status with the Company will be probationary for a period of three (3) months from the (Date of joining). The probation period may be curtailed or extended by the Company at its sole discretion without assigning any reasons. During your probationary period your employment with the Company may be terminated at any time, without notice or commission or assigning of any reasons thereof and at the sole discretion of the Company. In the case where you initiate termination of your employment with the Company during your probation period, you will be subject to notice period as decided by the Company. Your probation period will be terminated only if you have breached any of the terms and conditions of employment as decided by the Company.

## 11. TERMINATION

Subject to applicable laws, this Agreement may be terminated by either you or by the Company by providing **Thirty (30) Days** prior written notice to the other party, or by payment of fixed salary in lieu of notice in case of termination of employment by the Company. By acceptance of this Agreement, you hereby waive and disclaim any express or implied covenants to the contrary and you agree that you have not relied on any statements or representations, whether oral or in writing, by any officers, employees or agents of Company concerning a proposed duration or term of employment, grounds and procedures for discharge or termination of employment, or any other terms and conditions of employment except those specifically stated in this Agreement. Your employment may be terminated by the Company without notice or payment in lieu of notice if the results of your background check reveal information that is inconsistent with the Company's standards, if it has reasonable grounds to believe that you are guilty of misconduct or negligence or you have committed any breach of this Agreement. Termination of your employment under this paragraph would be without prejudice to:

- I. The Company's right to claim the actual damages it has suffered through this breach; and
- II. Any other relief to which the Company may be entitled under contract law or equity
- III. Misconduct will include with out limitation:
- IV. Absence from service without notice in writing or without sufficient cause for eight days continuous or more;
- V. Going on or abetting a strike in contravention of any law;
- VI. Causing damage to the property of the Company;
- VII. Disclosure of any information that the Company may consider confidential or breach of the non-disclosure agreement;

- VIII. Violation of any Company policy;
- IX. Repeated failure to comply with lawful directions of the Company and its officers;
- X. Unethical business conduct as per Company's applicable policies in the sole discretion of the Company;
- XI. Breach of any statutory duty or any factor or omission adversely affecting the good will, reputation, credit operations or business of the Company;
- XII. Commission of any act not in conformity with discipline or good behavior or acceptance or offering of illegal gratification;
- XIII. Commission of any form of harassment, including but not limited to sexual harassment while employed with the Company;

If your employment with the Company ceases for any reason, the provisions of this Agreement shall not have any further effect. On termination of your employment, the Company shall not have any further liability to you other than for remuneration, allowances and perquisites that have accrued after setting off the amounts due by you to the Company, prior to the employment termination effective date. Immediately upon any termination of your employment, you will return to the Company all property of the Company previously provided to you by the Company, or otherwise in your custody, possession or control. Notwithstanding any provision of this Agreement to the contrary, no termination of your employment for any reason whatsoever shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties or privileges granted to the Company under this Agreement. Upon termination of employment for any reason, the Employee hereby consents to notify any subsequent employer about rights and obligations under this Agreement that survive termination of this Agreement. The Company also reserves the right not to relieve you of your services in the event that all Company documents/property in your custody have not been properly handed over to an authorized representative of the Company and/or in the event that any disciplinary proceedings are pending against you.

## 12. DATA PRIVACY PROVISIONS

By accepting this Agreement, you consent to:

- I. the procurement, maintenance and processing of sensitive personal data about you or relating to you by the Company, and
- II. the transfer worldwide of personal data about you by the Company to other employees and offices of the Company's and its affiliates worldwide and to third parties where disclosure to such third parties is required in the normal course of business or by law. The reference to information "about you" or "about you" includes references to information about third parties such as the spouse and children (if any) of you which you provide to the Company on their behalf. The reference to "sensitive personal data" is to the various categories of personal data identified by applicable data privacy laws as requiring special treatment, including in some circumstances the need to obtain explicit consent. These categories include personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health or criminal record. You will treat any personal data to which you have access in the course of employment in accordance with Company policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment with the Company.

## 13. OBLIGATIONS OF EMPLOYEE

- I. You will abide by all Company's rules, regulations, policies and procedures framed by the Company from time to time and applicable to your position, which rules, regulations, policies and procedures shall be deemed to be a part of this Agreement as if they are specifically incorporated in this Agreement, such rules, regulations may include without limitation matters of attendance, conduct, behavior, discipline, working hours, leave, holidays and other applicable benefits. You will take steps to be aware of the Company's rules, regulations, policies and procedures and in case of any of them shall not excuse any contravention of the terms of this Agreement.
- II. Conflict of Interest: During the period of your employment with the Company, you will exclusively serve the Company. You will not engage or be interested, directly or indirectly, without prior written consent of the Company in that behalf, with or without remuneration, in any trade, business, occupation, employment, service calling whatsoever or will undertake any activities which are or will be contrary to or conflict with interests of the Company and/or your duties and obligations hereunder; and Shall perform your duties and responsibilities with diligence and devotion and shall direct your best efforts to promote the interests of the Company and its operations and all the activities to the extent permitted by law.
- III. Non-solicit: During the term of your employment with the Company and thereafter for twelve (12) months, you shall not (a) solicit for a competitor of the Company or attempt to gain the business of the Company for a competitor of the Company, or for yourself or any other purpose or reason, any customer or partner of the Company that you solicited or served or about which you learned confidential information during your employment with the Company, or (b) solicit or encourage, or cause other to solicit or encourage, any employees or consultants, or collaborators of the Company to terminate their employment or engagement with the Company.
- IV. Non-Compete: During the period of your employment and for a further period of at least twelve (12) months thereafter, you shall not directly or indirectly carry on, assist, engage in, be concerned or participate in any business/activity (whether directly or indirectly, as a partner, shareholder, principal, agent, director, affiliate, employee, consultant or in any other capacity or manner whatsoever) which is similar to the business of the Company or engage in any activity that conflicts with your obligations to the Company.
- V. Works made for Hire: You acknowledge and agree that the Company shall be the sole owner of all copyrights, trademarks, patents, patent rights, trade secret rights, and all other intellectual property or other rights that may be in connection with or which may have arisen during course of your employment and that which may be relevant to the subject matter of your employment by the Company. You further acknowledge and agree that any algorithms, designs, know-how, processes, techniques, computer and software programs, programming documentation, and other works of authorship, are "works made for hire" for purposes of the rights, title and interest that you may have with regard to such work. To the extent that your waiver is deemed unenforceable, you grant to the Company the exclusive, perpetual, irrevocable, world-wide and royalty-free right to use, market and modify the work created during the course of your employment without identifying or seeking your prior consent.
- VI. Retirement Age: You shall retire from services of the Company on the last day of the month of your [57th] birthday.
- VII. Governing Law: This Agreement shall be governed by the laws of India. The courts at Bangalore, Karnataka shall have the exclusive jurisdiction over all disputes or claims between you and the Company under this Agreement.

VIII. Assignment of Rights: You acknowledge and agree that all Proprietary Information and all copyrights, trademarks, patents, patent rights, trade secret rights, and other rights (including without limitation, intellectual property rights) ("IP Rights") anywhere in the world in connection therewith arising from, or created, produced or developed by you, either jointly with others or alone at any time in the course of your employment and involvement with the Company, is and shall be the sole and exclusive property of the Company. You shall irrevocably and unconditionally assign to the Company, and waive in favor of the Company any and all rights, title and interest you may have or acquire in such proprietary information. It is clarified that, this clause would be deemed to include all IP Rights in relation to the business of the Company created by you prior to the date of this Agreement, unless you are bound by any other contract entered into prior to signing this Agreement. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not affect or transfer the rights therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment, pursuant to Section 19A of the Copyright Act, 1957. You also agree to assist and cooperate with the Company in perfecting the Company's rights in the Intellectual Property.

#### 14. ACCEPTANCE OF OUR OFFER

You acknowledge that this Agreement represents the entire agreement between you and the Company and that no verbal or written agreements, ~~prior~~ representations that are not specifically stated in this Agreement, are or will be binding upon the Company

Please confirm your acceptance of this offer by signing and returning the duplicate copy of this Agreement for my attention within two (2) business days of the date of this Agreement. On behalf of the Company, I sincerely hope you find the terms of this offer to be attractive. My colleagues and I have been greatly impressed by your caliber and special skills and we look forward to receiving your acceptance and to working with you in the development of the Company, and seeking ways for you to secure the necessary stimulation and advancement.

Pisces Services Private Limited

Surya Omar

Associate Director -

Human Resources ACCEPTED FOR EMPLOYMENT

I, Aravinda Jinesh have read and understood the above Agreement and Compensation Package relating to my services and employment with and the same is acceptable to me

Aravinda Jinesh

Location: Jayanagar

4th block . Date

c: \_\_\_\_\_

## AnnexureA

CTCBREAKUP	ANNUAL	MONTHLY
Basic	130,222.00	10,852.00
HRA	65,111.00	5,426.00
PFcontribution	15,627.00	1,302.00
SpecialAllowance	49,484.00	4,124.00
TotalFixed	260,444.00	21,704.00
Variable	26,044.00	2,170.00
TotalCosttoCompany(CTC)	286,488.00	23,874.00

- I. Payment of all the components is subject to applicable tax and statutory deductions
- II. You will be eligible for gratuity payments as per the Payment of Gratuity Act
- III. You will be covered under Group Term Life Insurance and Personal Accident Insurance, whereby you and your immediate family members will be covered under Group Medical Insurance Policy
- IV. Variable Amount mentioned here is target variable pay per annum and will be paid on an Monthly basis. The actual payout will be prorated based on your period of service during the performance assessment period and various performance factors including Company results and/or individual contributions as set and assessed by the management. In order to be eligible for the variable pay, you will have to be in continued employment with the Company and designated by the date of joining until the date of final payment.
- V. All expenses borne by the Company related to your joining/acceptance of this offer as agreed with you in writing (e.g. payment towards specific deductions from previous employer) or as per applicable company policies (e.g. relocation expenses) will be recovered from you in full by way of a set off from your full and final settlement if you have not been in continued employment on the rolls of the Company without resigning/absconding/serving notice/being terminated for any reason whatsoever for 12 months from the Date of Joining.

B-Cam IN NO A  
2019 July



# SALVATION JI ENTERPRISES

This is certify Mr. Pradeep T is working in Salvation ji logistics Surya Nagar Phase 1, and he is under part-time worker in the salvation logistic. For this reason he has some issues to attend the regular classes, so kindly accept this part-time job letter to resume his regular classes.

Thank you



## Certificate Of Employment

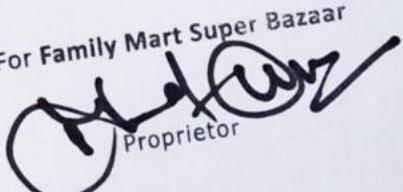
This to certify that **Mr.Adil Imtiyaz** was an employee of Family Mart Super Bazaar from Feb 2020 up to Mar 2022 as Store cashier.

This certification is being issued to Mr Imtiyaz for whatever legal purpose it may serve.

Given this Friday 11<sup>th</sup> March 2022 at Family Mart Super Bazaar, Margondhalli, Shikaripalya Road, Bangalore-105.

**Family Mart Super Bazaar**  
#65/1, Maragondanahalli Main Road  
Hulimangala Panchayat  
Electronics City, Phase-1, Bangalore-560111

**Proprietor**

For Family Mart Super Bazaar  
  
Proprietor



## Welcome to Decathlon Sports India Pvt Ltd

1 message

**Hu-mine** <humine.payroll@decathlon.com>  
To: chaithrakrishnamurthy6@gmail.com  
Cc: venkatesha.j.partner@decathlon.com

Sat, Nov 6, 2021 at 5:19 PM

Dear Chaithra k,

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

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

### Notes:-

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

### - First Time UAN creation / first time employment:

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

I wish you good luck for your Decathlon journey.

DECATHLON



CHAITHRA K

 Running

DP6973

**MY VALUES**

Vitality | Responsibility  
Generosity | Authenticity

D.O.B: 06-06-2002

Blood Group: B +ve

Decathlon Sports India Pvt. Ltd

Decathlon Bannerghatta

Survey No.36 (P) and 40(P)

Kalena Agrahara Village,Begur Hobli  
Bengaluru South, Bengaluru-560076

This card is a property of Decathlon Sports India.  
If lost, please return to the address mentioned above.

**PRIVATE AND CONFIDENTIAL**

Date:17/12/2021  
Ashok Aakash Solomon  
Location:FDK\_BAN\_Jayanagar\_001

Dear Ashok Aakash Solomon

This Employment Agreement (Agreement) reflects that **Ashok Aakash Solomon** (Employee/You/Your) has accepted employment with **Pisces eServices Private Limited** (Company) on the terms and conditions contained in this Agreement.

**1. COMMENCEMENT OF EMPLOYMENT**

Your employment will be effective on a date mutually agreed upon following your acceptance of this agreement. As of the date of this Agreement, you shall commence employment with the company on 20/12/2021 and be bound by the terms and conditions laid down in this Agreement. Your employment is contingent on the results of a background check which may include criminal records check and reference checks, and may include a review of education, work and medical history. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded or your employment with the Company may be subject to immediate termination, in accordance with Section 11 of this Agreement.

**2. JOB TITLE**

Your job title will be **Shift Manager - Dark Store** and you shall be a part of **Operations** team. Your designation and reporting relationship may undergo a change from time to time as may be determined by the Company.

**3. JOB DESCRIPTION**

For your reference and record, a detailed job description may be developed by the Company and provided to you. Such job description shall be subject to revision from time-to-time. Notwithstanding the responsibilities listed in the job description, you shall also be expected to discharge all such duties and responsibilities as the position or your department may demand from time to time.

**4. COMPENSATION PACKAGE**

The details of your annual compensation package including base salary, taxable and non-taxable allowances, certain benefits (if applicable), perquisites, reimbursements (if applicable) and other statutory payments (the "Compensation Package") are set forth in Annexure "A" to this Agreement. The breakdown of the remuneration may need to be revised from time to time to keep up with regulatory developments or otherwise, and the Company will not be liable for any additional tax liability you may face due to such revisions. Further, any increments and/or promotions shall be based on your performance and at the sole discretion of the Company.

Your Compensation Package is purely a matter between You and the Company and has been arrived at on the basis of our specific background and professional merit determined in the sole discretion of the Company. The Company expects that you maintain this information and any future changes to your Compensation Package, as strictly personal and confidential.

**5. TAXATION**

The Compensation Package will be subject to all required deductions, including, without limitation, deductions for tax normally to be withheld by an employer under Indian tax laws and all other dues payable by you to the Company such as loans and advances, if any, provided to you by the Company. You shall be responsible for filing of your personal returns and compliance with other requirements under India tax laws.

**6. HOURS OF WORK**

You will be required to work, for such hours as are necessary to suit the Company's requirements, in a variety of locations and for proper discharge of your duties. You are expected to work not less as per the policy of the company rules and regulation and also as per the provisions of the legislation, and if necessary, additional days and hours, possibly including public holidays, as might be required for performing your duties competently and to meet the Company's requirements. As an employee in the full-time employment of the Company, you will be obligated 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 or devote your time or attention to any employment, business, or position of monetary interest (including directorships) in any institute or body incorporate, other than the Company, or a position of non-monetary interest if such a position is in direct conflict of interest with the Company or its business including that of its subsidiaries and related parties, for any reason whatsoever without written consent of the Company signed by an authorized representative and confirmed by your Head of Department in writing. Should you receive written consent under this Section to conduct any such external activity, you shall not utilize the assets, resources and time of the Company for such external activities. You shall also declare to the Company the exact nature of the work taken up by you and provide an undertaking that any such work does not obstruct you from performing your duties towards the Company to the fullest and is in no way conflicting with the interest of the Company, including but not limited to the fact that you shall not use any Company information - confidential or otherwise and any Intellectual Property either developed by you during the course of your employment or the Company during its existence.

To,  
Mrs. Umme Kulsum ,  
Bangalore

**Appointment Letter**

Dear Umme Kulsum ,

We are delighted to offer you employment with Cap10 Consumer Solutions as Customer Relationship officer – Inside Sales at our Bangalore Corporate office. You will receive all your compensation and benefits from Cap10 Consumer Solutions Pvt Ltd. The location of your reporting will be at Bangalore. Your continued employment is contingent upon your successful execution of your responsibilities.

The terms and conditions of your employment will be as follows.

**1. Appointment**

1.1 Designation: The Company hereby employs you as Customer relationship Officer – Inside Sales on probationary basis pursuant to and in accordance with the terms and conditions set forth in this Appointment Letter.

1.2 Date of joining - Your date of joining the company's services and commencement of employment is 09<sup>th</sup> July 2021.

1.3 Working hours and weekly off - The working hours of the company is 9.30 AM to 6.30 PM and you will report to Rajeshwari N, Branch Manager at Cap10 Consumer Solutions Pvt Ltd. You may be required to work for extra hours in case of requirement by your superiors in the interest of the company's work. In case you have been asked to work on Sundays, you are eligible to take complimentary off on any other day subjective to taking prior approval from your reporting manager.

1.4 Place of work and Transfer- Your work-place will be presently based at Bangalore, the corporate office. At the discretion of the company, you may be posted or transferred to any unit/ undertaking or establishment /division / department / branch / office of the company or to any other group of company at the sole discretion of the management and you shall perform such duties as may be assigned to you from time to time. On all such transfer(s) / Posting(s) you shall be governed by such conditions of service and rules and regulation as may be applicable in the transferee division / department firm/ company etc

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

JNANA BINDU RURAL DEVELOPMENT & EDUCATION SOCIETY (R)  
 ಜ್ಞಾನ ಬಿಂದು ರಾಜ್ಯಾ ವೈಲ್ಡ್‌ಲೈಫ್‌ಮ್ಯಾಂಪ್ ಅಂಥ ವಿಜ್ಞಾನ ಸ್ಕೂಲ್‌ಸೆಕ್ಯೂರಿಟಿ (ಎ)

Hommadevana Halli, Bannerughatta Road, Bangalore - 560 083.

M : 9945922365

Ref:  
To,

Date: 01/10/2021

Ramya M  
 Gurvebhavi palya  
 Bangalore-68  
 9686768348

Respected Sir,

**Sub: Letter of Appointment**

With reference to the discussion we had with you, we are pleased to appoint you as Asst. Lecturer for Accounts & Business Studies. Under the following terms and conditions:

**1. Commencement Date:**

Your date of appointment will be effective from November 1st of 2021.

**2. Salary and Benefits:**

Salary as discussed will be 15000/- for full time (9.00 am to 4.00 pm) with 5 to 5.5 hrs of Teaching hrs/day. PF facility will be Provided after you become Permanent and experienced for 3 Yrs in our college. Salary will be paid by Bank.

**3. Agreement:**

You should atleast complete a Academic Year. If discontinued in between Markscards Will not be returned. If Discontinuing after one year , Prior information should be given to management 3 months before.

**4. Salary Increement:**

Salary will be increased and discussed with you at the beginning of every year.

**5. Documents.:**

1 Master Degree And 1 Degree Original Marks card should be submitted

*Shyam*  
 Principal  
 JNANA BINDU COMPOSITE PU COLLEGE  
 Hommadevanahalli, Bannerughatta Road