

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



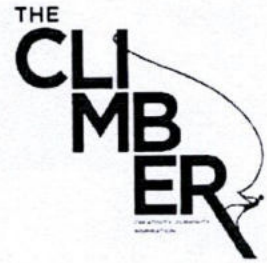
Annexure 1

Operations Executive G3		
Components	Per month (INR)	Annual (INR)
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

Operations Executive G2		
Components	Per month (INR)	Annual (INR)
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

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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

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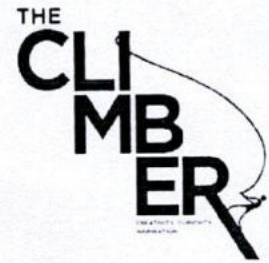
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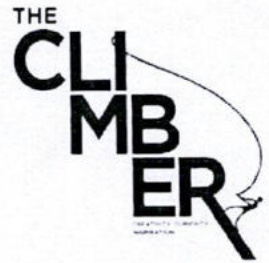
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TO WHOM SO EVER IT MAY CONCERN

Dear Placement officer,

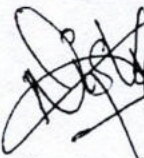

Thank you for giving us an opportunity for having a campus drive in SFS college. We had a good experience with the students and picked few for our organization.

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



Authorized 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
Cash Component Before PT and Tax	18644	223728
Other Benefits:		
Employer PF & Other Benefits	1424	17088
Total Other Benefits		17088
Total Yearly Cost to Company		240816

2.41Lacs/pa

Employee Acceptance Signature

Date:



Employer Representative Signature

Date: 19/09/2021

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

24 June 2021

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, 18th 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,

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

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

Email - careers@snap2insight.com



**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.


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.

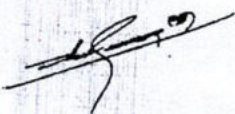
To instil young blood into the organisation and to facilitate our business expansion, we are planning to recruit talented and bright students as **Probationary Clerks** for our branches/offices under our Bangalore Region. We look forward to recruit from the students who are completing their course in 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"> • Age: Not more than 22 years as on 30.04.2021. (i.e. born on or after 01.05.1999) • Graduation in Arts/ Science/ Commerce Stream under regular course • 60% marks in X/SSLC, XII/HSC. • 60% marks in each semester(s)/ year(s) in first attempt for the Graduation course. • Also required to pass the remaining semester/year with minimum 60% marks
Post Graduates	<ul style="list-style-type: none"> • Age: Not more than 24 years as on 30.04.2021. (i.e. born on or after 01.05.1997) • Post-Graduation in Arts/ Science/ Commerce Stream under regular course • 60% marks in X/SSLC, XII/HSC and Graduation • 60% marks in each semester(s)/ year(s) in first attempt for the Post Graduation course. • Also required to pass the remaining semester/year with minimum 60% marks

✓ **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/-
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Yearly Allowance

Medical Aid	:	Rs.2,355/-
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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.



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Proposal f

Anita Babu <Ar
to me

Dear Sir/Mac

I am Anita B

drive as I ha

proposal. I a

required det

Hoping to re

Thank you

Regards

Anita Babu

HR Executi

O2Saver

2 Attachme

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.	Niranjana 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 shree N	St. Francis de sales degree college	2021	2-5-2001	B.com	Commerce	9980910362	Madhusree1166@gmail.com	Marketing Executive	2nd cross, 1st main Hogasandra, bonmahalli, bangalore	Manjunath building, sfs college behind kammasandra road, venyakannagar buskurgate, bangalore	2 months	https://drive.google.com/open?id=1n65YQmDKhUq1XCe9p1P5M1A1510
6-3-2021 14:02:38	Harsh R	SFS college	2021	06-02-2001	B.com	Finance	9844432213	harsh_721a@sfscollege.in	Business Development Executive	#135.5, Lakesh reddy building, 5 a cross, gs palya electronic city phase 2, Bangalore-560100	#135.5, Lakesh reddy building, 5 a cross, gs palya electronic city phase 2, Bangalore-560100	4 months	https://drive.google.com/open?id=17589Q8mS8LUQZWL33yJ7y9gah-0HR
6-3-2021 21:16:51	Antony mary D	SFS College	2020-2021	29-02-2000	B.Com	Accountancy and finance	9731329109	antonymary45@gmail.com	Marketing Executive	#371, 8th Cross, vinayak nagar, kammasandra road, Huskur Gate, Bangalore -560100	#371, 8th Cross, vinayak nagar, kammasandra road, Huskur Gate, Bangalore -560100	4 months	https://drive.google.com/open?id=1W0BYQgP6GmTn25yFwCpao6HVPwAWG8
6-3-2021 21:29:57	Divya T H	St S Degree College	Pursuing	13-01-2001	B.com	Accounts (B.com)	9739617161	monikabhasya20@gmail.com	Marketing Executive	#114 8th cross, vedantacharya layout, sngasandra, Bangalore Karnataka	#114 8th cross, vedantacharya layout, sngasandra, Bangalore Karnataka	2 months	https://drive.google.com/open?id=1MDSNagHPSN8KUCBw26sA36sIDwZ5MLN
6-4-2021 19:00:16	NAVEEN KUMAR S	St. Francis de sales college	2020-2021	11-1-2000	B.com	TT B.com	7026571107	komaravccv7507@gmail.com	Business Development Executive	Mangamuttara palya, Bonmahalli	Mangamuttara palya, Bonmahalli	3 months	https://drive.google.com/open?id=1VZL3z85v00258B3B9SLBR20K0ABomQZ
6-3-2021 16:45:16	Shilpa GS	St. Francis de sales college	2021	19-04-2000	B.com	Accounts	8296493083	shilpa_649@sfscollege.in	Business Development Executive	St. mary school, begur post, devarachikkatahali, Bangalore 560088	St. mary school, begur post, devarachikkatahali, Bangalore 560088	1 months	https://drive.google.com/open?id=1J6C4q575P8qW5_eU06f013q0Jg0W4P9uX1D01T0g
6-3-2021 17:57:51	Pashpa G	St Francis	2021 (pursuing)	22-11-2000	B.com	Accounts	8073762580	pashpa_g000@gmail.com	Business Development Executive	Weaver's colony BG road, Bangalore-83	Weaver's colony BG road, Bangalore-83	4 months	https://drive.google.com/open?id=18RwZQALSt_C0yP0RjHJH0uQ259
6-3-2021 12:08:46	Akhil Yarghese	St Francis De Sales	2021	20-03-2000	BBA	Finance	7013019000	akhil.yarghese144@gmail.com	Business Development Executive	1-17 Kakula, Haldalapur, Iranganagar, West Bangalore, Andhra Pradesh - 532117	Prashant Layout, Whitefield, Bangalore-560066	2 months	https://drive.google.com/open?id=1H46Y500d10b1z301Cm01155Xm060
6-3-2021 10:16:57	Shivaramm	St Francis de sales college	2020-2021	17-07-2000	B.com (voc)	Tourism student	9606151611	shivaramm2056@gmail.com	Business Development Executive	#23 2nd cross, bhavani road near Ganesh temple behind govt school, hebbagodi, Bangalore-99	#23 2nd cross, bhavani road near Ganesh temple behind govt school, hebbagodi, Bangalore-99	2 months	https://drive.google.com/open?id=1ALX3LMMW1EALv1Hag20MLBYF4BF63v8k
6-3-2021 10:34:21	Sowmya C N	St Francis de sales college	2021	31-01-1999	B.COM	Finance	7483880491	sombhaji3@gmail.com	Business Development Executive	R Kalayam, No17 H.K. No.65 Z, Hongasandra road GH palya, banglore-68	R Kalayam, No17 H.K. No.65 Z, Hongasandra road GH palya, banglore-68	3 months	https://drive.google.com/open?id=1W18Y50d01gk_L4LXNg25BY4H3CZW
6-3-2021 10:58:40	Yuvaram G	ST FRANCIS DE SALES COLLEGE	2021	30-10-2000	B.com	Accounts and finance	935343547	yuvaramyuvab106@gmail.com	Business Development Executive	Shanthipura, Naidu layout, Electronic city phase2	Shanthipura, Naidu layout, Electronic city, phase2	5 months	https://drive.google.com/open?id=1JL6G0EEJ8219Y3133Y16wZ06v3333
6-3-2021 11:08:31	Muhammed Sultan	St Francis de sales college	2021	24-10-2000	BBA	Finance	6368090346	Sultan_257@sfscollege.com	Business Development Executive	#1125 1st cross h block, subhashnagar, Bangalore Karnataka 560088	South cross street, neelsandra, Bangalore 560077	4 months	https://drive.google.com/open?id=1J6C4q575P8qW5_eU06f013q0Jg0W4P9uX1D01T0g
6-3-2021 13:31:22	Divyashree S	St Francis de sales college	2021	11-05-1999	BBA	Finance and marketing	9731339295	divyashreedec107@gmail.com	Business Development Executive	Lakshimpura, hebbagodi, bangalore, tankur road, Bangalore	Lakshimpura, hebbagodi, bangalore, tankur road, Bangalore	3 months	https://drive.google.com/open?id=1J6C4q575P8qW5_eU06f013q0Jg0W4P9uX1D01T0g
6-3-2021 13:58:39	Immanuel H	St Francis de sales college	2021	21-12-2000	B.Com	Commerce (Tourism and bankings)	8892441541	immanuel_757@sfscollege.in	Business Development Executive	#405 10, 1st main, Growth layout, Begur, Bangalore 560088	#405 10, 1st main, Growth layout, Begur, Bangalore 560088	3 months	https://drive.google.com/open?id=1J6C4q575P8qW5_eU06f013q0Jg0W4P9uX1D01T0g
6-3-2021 14:26:10	sadiq pasha	St Francis de sales college	3rd	11-7-2000	B.com	Accounting	8660757870	pashasadiq0119@gmail.com	Marketing Executive	Siraj layout 9th cross new town phase 1	Satar residence, Siraj layout 9th cross	3 months	https://drive.google.com/open?id=1K4gq3u8P4E0LE59PE4K0933v8gR0
6-3-2021 14:41:19	Dhanush R	st francis de sales college	B.com	11-08-2000	B.com	accounting	8088860236	dhanush_497a@sfscollege.in	Business Development Executive	chandapura, Bangalore, Karnataka	chandapura, Bangalore, Karnataka	3 months	https://drive.google.com/open?id=1J6C4q575P8qW5_eU06f013q0Jg0W4P9uX1D01T0g
6-3-2021 14:55:54	Pravin M	St Francis de sales college	2021	21-05-2000	B.com	Finance	9489832046	pravinmurgan2006@gmail.com	Business Development Executive	2-26 Phase 15, MIG 1 PLOT NO 50, RK ROAD, MULLAI NAGAR, HOSSUR	2-26 Phase 15, MIG 1 PLOT NO 50, RK ROAD, MULLAI NAGAR, HOSSUR	2 months	https://drive.google.com/open?id=1ZgP1M5g0y0pd0y0439N5INTU50m8
6-3-2021 14:57:12	Aswathi J	St francis de sales college	2019-2021	3-5-2000	B.com	Accounts and finance	7107507857	Aswathi_473a@sfscollege.in	Business Development Executive	2-932 7th cross, Cambhanganur, Mysokandapalli, sponor, Hosur	2-932, Cambhanganur, Mysokandapalli, sponor, Hosur	4 months	https://drive.google.com/open?id=1K4gq3u8P4E0LE59PE4K0933v8gR0

6-3-2021	10:29:53	Harshitha B	ST FRANCIS DESALES DUGRELL COLLEGE	2021	17-11-2000	BBA	Finance	9916144369	harshithagowda1727@gmail.com	Business Development Executive	#15, 7th main 7th cross, on Shakthi layout, Corvetbas (palya) - Bangalore-560008	#15, 7th main 7th cross, on Shakthi layout, Corvetbas (palya) - Bangalore-560008	3 months	https://drive.google.com/open?id=1Z1N8Wd4G...
6-4-2021	19:04:10	Henry Inn M	St. Francis de sales college	2022	6-8-2000	B.Com	Finance	9087114803	henry_474@stsc-college.in	Marketing Executive	Santharakithan colony, Hosur	Santharakithan colony 2nd Cross, Hosur	6 months	https://drive.google.com/open?id=1ag5h7...
6-3-2021	15:42:58	Irem A	St Francis de sale college	2021	28-10-1999	B.com	Accountancy	7598483664	Iremach956@gmail.com	Marketing Executive	MHG 146 maruthi nagar, santhosha town rd, HSR layout, Hosur	MHG 146 maruthi nagar, rambow town rd, HSR layout, Hosur	4 months	https://drive.google.com/open?id=1Uj1ks20...
6-3-2021	17:57:34	Madhusree K	st francis de sales college	2021(pursuing)	2-5-2001	B.COM	Accounts	9663239023	madhusree143@gmail.com	Business Development Executive	Begur banglore-68	nageswara temple road, begur banglore	4 months	https://drive.google.com/open?id=1gA_R2...
6-3-2021	18:41:02	SHAIKHIAU	St francis de sales college	2021	9-11-2000	B.COM	ACCOUNTS	9486475420	Shaesta645@gmail.com	Business Development Executive	Chikkanagaram, Anekal Taluk, Bangalore-99	Chikkanagaram, Anekal Taluk, Bangalore-99	3 months	https://drive.google.com/open?id=1bn...
6-3-2021	21:11:04	Harshitha M	St Francis de sales college	2021	11-1-2001	B.Com	Finance	8296583536	harshitha_514@gmail.com	Business Development Executive	#11, 12, 1st cross, Maneshwara Nagar, Bangalore-560008	1st cross, Maneshwara Nagar, Bangalore-560008	4 months	https://drive.google.com/open?id=1Y9...
6-4-2021	6:31:49	Harshitha G	St Francis de Sales College	2021	5-6-2000	B.COM	Accounts and finance	7829993197	harshithaachome@gmail.com	Business Development Executive	54, 1st Main, Lakshmi layout, GB palya, Bangalore-68	54, 1st Main, Lakshmi layout, GB palya, Bangalore-68	3 months	https://drive.google.com/open?id=1Y9...
6-3-2021	13:11:15	Anitha S	St Francis De Sales College	2021	23-02-2000	B.com	Accounts and Finance	8861840071	Poornima232@gmail.com	Marketing Executive	#222 Hosaroad, pragathinagar, 4th cross, Manjunatha bakery	#222 Hosaroad, pragathinagar, 4th cross, Manjunatha bakery	4 months	https://drive.google.com/open?id=1Y9...
6-3-2021	13:15:58	Charan Kumar J	St Francis Degree College	2018 to 2021	12-4-2000	B.com	B.com	9906662127	charan189@gmail.com	Business Development Executive	Maneshwara nagar, 4th cross	maneshwara nagar, 4th cross	4 months	https://drive.google.com/open?id=1Y9...
6-3-2021	17:30:03	Kavya J	St Francis desales college	2021 pursuing	29-12-2000	B.com	Accounts	7259770049	Kavya_17259@gmail.com	Business Development Executive	#723 7th cross, weavers colony, banglore 83	#723 7th cross, weavers colony, bhannerghatta road, banglore 83	3 months	https://drive.google.com/open?id=1Y9...
6-3-2021	10:21:35	Deepa Ram Y	St francis de sales college	2021	04-12-2000	B.com	Finance and accounts	8088334558	deepasichay@gmail.com	Business Development Executive	#723 7th cross, weavers colony, banglore 83	#723 7th cross, weavers colony, bhannerghatta road, banglore 83	3 months	https://drive.google.com/open?id=1Y9...
6-3-2021	10:25:38	Deepa Ram Y	St francis de sales college	2021	04-12-2000	B.com	Finance and accounts	8088334558	deepasichay@gmail.com	Business Development Executive	#723 7th cross, weavers colony, banglore 83	#723 7th cross, weavers colony, bhannerghatta road, banglore 83	3 months	https://drive.google.com/open?id=1Y9...



Name: Ms. Chandini Thomas

Location: Bangalore

DOJ: 7th 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 the 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 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 UnbxD Software Private Limited

Prashant Kumar
CTO & Co Founder

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

Employee Signature

Date

B. Cam ^{not} A

2019 July



SALVATION JI ENTERPRISES

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

Thank you



Seal and sign

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 11Th 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-560075

Proprietor


For Family Mart Super Bazaar


Proprietor

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

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Sohna Road, Gurugram, 122018, Haryana

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