

MES INSTITUTE OF MANAGEMENT

“Vidyavihara”, #25/1,17th Main, II Block, Rajajinagar, Bangalore-560010

Details of placement of outgoing students during the year 2022-2023.

SI No	Name of student placed	Program graduated from	Name of the employer
1	Arvind M	B.com	Quess Staffing Solutions
2	Bhumika S	B.com	Conduent Business Services India LLP
3	Brindha K	B.com	[24]7.ai Customer Private Ltd.
4	Dikshith D	B.com	360 Realtors LLP.
5	Ganavi M	B.com	Yume Tools.
6	Harish G	B.com	TEACHNOOK
7	Madhan Kumar P	B.com	Bharat Financial Inclusion Limited.
8	Mohammed Shabbir	B.com	[24]7.ai Customer Private Ltd.
9	Prajwal H S	BBA	MK fasteners
10	Priyanka G	B.com	Amezon development Centre India
11	Rahul	BBA	GM Infinite Dwelling Pvt. Ltd.
12	Rahul G	B.com	Housejoy Sarvaloka Services
13	Ranjan A M	B.com	eTeam InfoServices Private Limited
14	Ranjitha Shivakumar	B.com	Piramal Finance Sales & services
15	Shreyas V	BBA	Bajaj Allianz General Insurance Company Limited.
16	Sowmya B	B.com	Piramal Finance Sales & services
17	Supriya A	B.com	Piramal Finance Sales & services
18	Priyanka G	BBA	Piramal Finance Sales & services
19	Sathish K	BBA	RMV MULTI-SPECIALITY
20	Priyanaka S	B.com	Daivajna Credit Co-Operative Society Ltd.
21	Nandishwar	B.com	Bankzone Pvt Ltd.
22	Madan M	B.com	NSM Services Private Limited
23	Lalith M R	B.com	intellipaat
24	Kusuma G	B.com	Accenture Solutions Pvt Ltd
25	Keerthi Bindhu	B.com	Carelon Global Solutions



26	Kishan Kumar N M	B.com	Consero Solutions India Private Limited
27	Preethi N	B.com	ASC Independent PU College
28	Ranjithan S	B.com	Thermo Fisher Scientific Inc
29	Surabhi P	B.com	Piramal Finance Limited
30	Charulatha S	B.com	Piramal Finance Limited
31	Rahath Bushra P K	B.com	Piramal Finance Limited
32	Tharun.R	B.com	Piramal Finance Limited
33	Vivedha R	B.com	Piramal Finance Limited
34	Ranjini A	B.com	Bajaj Allianz
35	Soundarya M	B.com	Impact Infotech
36	Prathima N	B.com	Ikya Staffing Solutions
37	M Pooja Jadav	B.com	Ikya Staffing Solutions
38	Sahana Pawar A	B.com	Ikya Staffing Solutions
39	Sonu George	BBA	Ikya Staffing Solutions
40	Tejas MK	B.com	Ikya Staffing Solutions
41	Nishmitha Rao.K	B.com	Spectrum Management
42	Bindu.K	B.com	AU Small Finance Bank
43	Nandini V	B.com	AU Small Finance Bank
44	Tejas MK	B.com	AU Small Finance Bank
45	Kusuma V	B.com	AU Small Finance Bank
46	Purva L Chhangani	B.com	AU Small Finance Bank
47	Kavya S	B.com	Bank Zone
48	Sowmya	B.com	Bank Zone
49	Rakshitha.B	B.com	Bank Zone
50	Yashaswini BG	B.com	Bank Zone
51	Soundarya	B.com	Quess Corp
52	Pratima C	B.com	Quess Corp
53	Pooja N	B.com	Quess Corp
54	Rakshitha. S	B.com	Quess Corp
55	Abhishek SR	B.com	Quess Corp



56	Sushmitha	B.com	Integrated Enterprises India Pvt Ltd.
57	Shwetha P	B.com	Integrated Enterprises India Pvt Ltd.

Note: During the academic year 2022-23, a total of 57 students were successfully placed. Among them, 28 students have received their offer letters directly from the respective companies, as evidenced by the attachments and provided links.

However, the remaining 29 students, who were also placed through the TNSIF (TNS Institute of Future), have not yet collected their offer letters from the companies. This delay is primarily attributed to pending document verifications required by the companies.

To provide clarity and documentation regarding the placement of these 29 students through the TNSIF, we have attached an email copy detailing the placements, dated 14th June 2023, for your reference.

Sharada S
Principal

MES Institute of Management
Rajajinagar Bangalore-560 016

Date : 05-Oct-23

Name : ARAVIND M

Address : #144/A 6TH MAIN ROAD 4TH CROSS PRAKASH NAGAR BANGALORE 560021

Employee Code : AS627464

Dear ARAVIND M,

APPOINTMENT LETTER

We are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP OFFICER (Grade – E1)** in the **RETAIL LENDING CONSUMER LOAN PERSONAL LOAN BRANCH SALES** department subject to the following terms and conditions:

1. You are required to join our organization on or before **09-Oct-23** and your place of work shall presently be at **MALLESWARAM**

You will be on orientation period till Probationary.

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite timeline schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed, and reviewed on case-to-case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Qess.

Also, you are supposed to clear all stipulated/mandatory training program assigned to you within stipulated time period failing which your engagement under this Appointment letter will come to an end with immediate effect without any liability except legitimate dues.

2. Your remuneration would be set as follows:

Salary Annexure (Per - Month)

Particulars	Monthly (Rs)	Annual (Rs)
Basic	7590	91080
House Rent Allowance	3795	45540
Special Allowance	3223	38676
Gratuity	365	4380
Employer PF Contribution	1568	18816
ESIC Employer	548	6576
Mobile Allowance	500	6000
Bonus	1750	21000
Total Amount	19339	232068
Amount In Words (Rs)	Rupees Nineteen Thousand Three Hundred Thirty Nine Only	Rupees Two Lakh(s) Thirty Two Thousand Sixty Eight Only

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

3. Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization, Namely Provident Fund and Gratuity as per the company policy.

The retirement age is fixed as 60 years. You will accordingly stand relieved from the services on the last day of the month of attaining this age based on the Age certificate furnished by you at the time of joining.

4. Gratuity :

You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act,1972.

5. Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

6. Transfer:



Conduent Business Services India LLP
(Erstwhile Xerox Business Services India LLP)
Candor Tech Space, IT/ITES SEZ,
Plot No-20 and 21, 7th Floor, Tower-6,
Sector 135, Noida 201304, Uttar Pradesh, Tel-
11-204524300

February 8, 2024

Bhumika S

428, 12th Main Rd, Gopal Nagar,
Grihalakshmi Layout, HMT Housing Colony, Bengaluru,
Karnataka - 560079.

SUB: APPOINTMENT LETTER

Dear **Bhumika**,

With reference to your application for employment and subsequent interview and discussions, we are pleased to issue you this Appointment Letter ("Employment Contract") to appoint you as **Accounting Services Associate I** with Conduent Business Services India LLP ("Conduent") on the following terms and conditions:

1. Compensation and Benefits

- (a) Your gross salary will be **INR 2,00,000.00. (Indian Rupees Two Lakh Only)** per annum. Your salary will be prorated and paid on a monthly basis as per the Company payroll cycle. Conduent will deduct taxes as appropriate and consistent with the Indian tax regulations from time to time. You will be responsible for your tax liabilities under applicable tax laws and regulations. Conduent may vary, amend, revise and modify the compensation and benefits mentioned under this Employment Contract/policies, including reducing the amounts and benefits offered should Conduent consider it expedient to do so.
- (b) Subject to you achieving the performance targets set forth by your reporting manager, you will be entitled to participate in a "Performance Linked Bonus Plan" upto **INR 36000 (Indian Rupees Thirty Six Thousand Only)** per annum. The details of the Bonus Plan for which you will be presently eligible will be intimated to you on you joining the LLP. Notwithstanding the foregoing, the LLP may in its sole and absolute discretion be entitled to modify or replace the Bonus Plan that you would presently be eligible to at any time during your tenure without any further notice to you.
- (c) Details of your compensation and benefits are provided as an Annexure to this Employment Contract.

2. Working Hours

Your work schedule will be provided to you by your manager/supervisor upon your joining. You may be required to work beyond the usual business working hours or in shifts as per the business requirement of Conduent.

3. Leave and Holidays

Leave including maternity leave, National and Festival holidays will be provided to you in accordance with the applicable law and Company Rules (as defined below).

4. Place or Work

Your initial place of work will be at the Candor Tech Space, IT/ITES SEZ, Plot No-20 and 21, 7th Floor, Tower-6, Sector 135, Noida-201304, Uttar Pradesh, INDIA. However, your services are transferable,

8. Conflict of Interest

Whilst employed with Conduent:

- a) You will devote your entire time and energy in the services of Conduent and you shall not do or suffer to be done directly or indirectly anything that puts you in conflict with Conduent's business, time or assets. In case you are or feel that you may be in a position that conflicts with this section, you will forthwith inform the HR Department of Conduent and act as per their instructions. Determination of conflict of interest shall be at the sole and absolute determination of Conduent and the decision of Conduent in this respect shall be final and binding.
- b) You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by Conduent to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager.
- c) Except in proper course of your employment, or, thereafter, you shall not divulge to any third party any information regarding the affairs or business matters of Conduent or information regarding its customers without prior written approval.
- d) You confirm that you have disclosed fully all of your business interests to Conduent and also agree to disclose fully and completely to Conduent, any such interests that may arise during your course of employment. This shall not only be applicable to you, but shall be applicable to your immediate family members.
- e) You shall not without the prior written consent of Conduent during the continuance of your employment be engaged or interested either directly or indirectly, with or without commercial gain, in any capacity in any trade, business, occupation or activity, which in the opinion of Conduent may hinder or otherwise interfere with the performance of your duties or which may conflict with the interests and business of Conduent. Neither shall you hold any directorship in any other Company without the prior written consent of Conduent.

9. Code of Conduct, Employee Handbook, Policies and Procedures

- (a) You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with Conduent's Business Code of Conduct, employee handbook policies and procedures ("Company Rules"). All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. and violation of Company Rules shall attract appropriate disciplinary action(s) including and up to termination of employment. Information on Company Rules is available to all employees on Conduent's intranet.
- (b) This Employment Contract read with the Company Rules as applicable to you captures the entire terms of your employment with Conduent. Conduent shall have the right to vary or modify Company Rules at any time, with due notice to employees, if required to be given by law.

10. Non-solicitation

As the services to be rendered by you on behalf of Conduent are of a special, unique and extraordinary character and given your exposure to Confidential Information of Conduent that will confer upon you a unique competitive advantage, you agree that (a) whilst you are employed by Conduent pursuant to the terms of this letter; and (b) for a period of twelve (12) months after the termination of your employment with Conduent howsoever arising, you will not, directly or indirectly, either on your behalf or on behalf of any person, without the prior written consent of Conduent, as the case may be:

- (a) Attempt in any manner to persuade any consultant, client, customer, vendor or supplier of Conduent or any other person to cease to do business with Conduent or to reduce the amount

Regd. Office: Conduent Business Services India LLP

Unit A, 5th Floor, Aviator Building, Ascendas ITPB SEZ, International Tech Park Bangalore, Whitefield Road, Bangalore 560 066

LLPIN: AAH-8881, tele +91.80.41190100, fax +91.80.41190198

E-mail: conduentservicesindia@conduent.com | Website: www.conduent.com

assistance in connection with any proceedings which Conduent may institute against such person for breach of confidence.

12. Data Protection

- (a) You shall comply with Conduent's policies and procedures in relation to privacy and data protection as may be communicated to you from time to time. Any breach of such policies and procedures shall be treated by Conduent as a misconduct and will be dealt with in accordance with the Company Rules and applicable laws.
- (b) You consent to Conduent collecting, retaining, holding, transferring outside India and processing any personal information (including any sensitive personal data or information ("SPDI") as defined under the Information Technology (Reasonable Security Policies and Procedures and Sensitive Personal Data or Information) rules, 2011), both electronically and manually, in relation to you for the purpose of Conduent's administration, business, HR purposes and management as well as for other lawful purposes in connection with the Conduent's business. At all times, your SPDI shall be kept confidential and only be shared or disclosed for the above purposes or other lawful purposes.
- (c) Conduent may reach out to you for obtaining additional consents and approvals at any point in time during your employment with Conduent to enable Conduent to use your personal information. Should you choose to not provide Conduent with such additional consents and approvals, Conduent may need to alter the terms of your employment
- (d) Any change in personal information should be informed to Conduent within seven (7) working days.

13. Lay-off Event

- a) "**Layoff Event**" shall mean any event, which is beyond the control of Conduent, which it could not foresee or with a reasonable amount of diligence could not have been foreseen and which substantially affects the performance of the Employment Contract or the business of Conduent, including but without limitation:
 - (i) Natural calamities, including but not limited to floods, earthquakes, epidemic, pandemic;
 - (ii) Acts of any Government, including but not limited to declared or undeclared war, quarantines, embargoes, prohibitions; or
 - (iii) Terrorist attacks, public unrest in work area; or
 - (iv) shortage of power or raw materials, or the accumulation of stocks or the breakdown of machinery or for any other connected reason.
- b) Conduent shall have the right to suspend your services for the duration of the Layoff Event, or any part thereof, if Conduent, in good faith believes it is unable to utilize your services under the Employment Contract due to any such Layoff Event. No compensation will be paid or accrue to you for the duration of such suspension. In the event the Layoff Event continues for a period of more than three (3) months, Conduent shall hold consultation in an endeavor to find a solution to the problem, failing which the Employment Contract may be duly terminated.
- c) Conduent shall not be liable for any default or non-performance of obligations under this Employment Contract, if such default or non-performance of obligations is caused by a Layoff Event.

For Conduent Business Services India LLP,



Anitus Niranjana Director - Human Resources

DECLARATION

I accept the appointment on the terms and conditions contained in this Employment Contract and annexures, and other conditions and service rules as applicable to the employees of Conduent from time to time and I shall be joining the services of Conduent, no later than **February 12, 2024**

Bhumika.S
[Signature]

Place: _____
_Bengaluru_____

Date: _____
_08/2/2024_____

Accepted
Signature _____ (_____)
_____Bhumika.S_____

Name: _____
_____Bhumika.S_____

Ms.Brindha K
Employee ID : 010109386
273 10th cross narsipura layout vidyaranypura
Bangalore



Dear **Brindha K,**

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 24-Nov-2023 on the following terms and conditions:

1. Accountability

You will report to the **Trainer**.

2. Working Hours

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. Probation

You will be on Probation for a period of **12** month(s) with effect from **24-Nov-2023**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.

Signature Not Verified
SUSMITA MALIK
2023.11.28 18:33

Appointment Letter of 010109386 (Brindha K)

10. Notice Period

During the Training Period (Foundation Level Training & Process Level Training) your services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for One Month on either side.

11. Service Rules

You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

12. Minimum Period of Employment

The company will be investing substantially in you, through an elaborate period of training so as to skill you for the job. A minimum period of productive utilization of these skills is mandatory. You are therefore required to commit to a period of Six Months of service from the date of joining.

13. Employee Undertaking

You will be required to execute an Employee Undertaking, as a part of the terms and conditions of your employment with the company. Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment. We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

14. Work from Home Guidelines

Work from Home option will be provided at the sole discretion of the Employer subject to Business requirement.

In case Work from Home option is enabled for you, you will be required to ensure the security of all information that is liable to be accessed by any untrusted sources. You will need to follow the below guidelines at all times to minimize the risk of losing important information:

- Follow Clean Desk policy
- Ensure home Wi-Fi routers are established with unique passwords
- Lock your computer when not in use/when you are on break
- Be vigilant to Social Engineering attempts to secure yourself and the company
- Do not post any information from your computer on Social Media
- Periodically reset your system and application passwords as per password policy guidelines
- Attendance during WFH will be through TimeOn application
- Do not use official laptop/desktop to connect unauthorized device
- Do not access any unauthorized website access.
- At all times ensure that you are abiding by all workspace monitoring guidelines and that there are no non-compliances such as follows:
 - Noncompliance to system usage guidelines like playing movie, etc.

Signature Not Verified
SUSMITA MAING
2023.11.28 18:33

Appointment Letter of 010109386 (Brindha K)

Employee ID 010109386

28-Nov-2023

Name **Ms.Brindha K**

Effective Date 24-Nov-2023

Annexure - 1

Level / Grade : L1G1		
Designation : Advisor		
Salary Components		
Fixed Gross Salary Components	PM	PA
Basic	5,000	60,000
House Rent Allowance	2,000	24,000
Advance Statutory Bonus	1,299	15,588
Special Allowance	12,615	1,51,380
Total Gross Salary (I)	20,914	2,50,968
Retirals- Employer's Contribution		
PF Contribution by Employer	1,800	21,600
Gratuity	241	2,892
ESI Contribution by Employer @ 3.25%	680	8,160
Total Retirals(II)	2,721	32,652
Variable Components*		
Performance Incentive (ECOP)	1,400	12,600
Total of Variable components (III)	1,400	12,600
Approx. Take Home PM	18,957	
Approx. Take Home (with Variable pay) PM	20,357	
Total CTC (I+II+III)	25,035	2,96,220
Retention Bonus		14000**
Benefits (As per policy, refer to description in Annexure 2)		
1. Statutory Benefits: Employee Provident Fund, Gratuity, Insurance (Medical, Accidental & Life)		
2. Performance and Loyalty based Incentive: ECOP, employee referral schemes, retention bonuses, etc., as applicable for the program with which you will be aligned.		
3. Benefits for Better Work Life Balance and ease of working : Self to work, Door to Door Pick up, Leave & Holidays, Passion Club, Broadband reimbursement.		
4. Programme Sales incentives- (** Average payout Rs.6,826/- ** based on achievement of sales targets, kindly refer to enclosed Programme Sales Incentives declaration)		

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2023.11.28 18:33

OFFER LETTER

2nd January 2024

Dear Dikshit D,

Further to our discussion with you, we are pleased to invite you to work with us as **Associate - Sales** on the mutually agreed compensation. Please refer to Annexure-A for your compensation & benefits (shall be read as part and parcel of this offer letter).

Your base location will be our **Bengaluru** office; however, the company shall have the right, at its sole discretion, to transfer at any time, your services to any of its affiliates/associate companies or to post you at any other place in India or internationally.

Validity of this offer is subject to your joining us on **3rd January 2023**.

Please send us your acceptance by **2nd January 2023**. Non acceptance till the stipulated date shall make this offer redundant automatically.

This offer and employment is subject to successful verification of your documents and employment records any time before and after your joining.

We look forward to having you as part of our team!

From 360 Realtors LLP



Unnati Kant

Global Head – Human Resources

submitted by you for the appointment or otherwise is found to be false or incorrect at any stage, in case of not meeting the KRAs/performance standards as stated in **Annexure-B** (which shall be read as part and parcel of this offer letter)or

- v. Upon retirement from the service of the establishment/Company after attaining the age of 60 years, unless the management, in its sole discretion, permits you to continue thereafter. For this purpose, your date of birth will be the same as provided by you in the Date of Birth proof submitted at the time of joining.
 - vi. In the event of your death or insanity or if you become medically unfit (as per the opinion of the management) during the term of your employment.
- B. Upon termination of your employment, you shall forthwith:
- i. Provide details of your future employer (if you have received and accepted any such offer letter) and disclose any possibility of conflict of interest.
 - ii. Sign all documents and perform all such acts as may be required by the Company in order to assign and transfer to the Company any asset, property or other rights in your position or under your control belonging to the Company.
 - iii. Deliver or assign to the Company, any property / assets, moveable or immovable, are provided to you by the Company during your employment with us, it is specifically agreed by you that all of these will be promptly returned / deposited with the company prior to full & final settlement of your accounts. In the event, you refuse to return such property / assets of the company, for any reason whatsoever, it will be treated as misconduct and violation of the terms of your employment and all benefits to you such as gratuity, bonus, leave encashment, salary dues etc. will be forfeited. Further, without prejudice to the legal rights of the Company to recover such property / assets, you shall also be liable for payment of such damages as assessed by the Company for the unauthorized use / occupation of such property / assets.
 - iv. If termination occurs prior to the completion of your duties, cooperate fully with the Company to ensure smooth and complete transitions to another Company advisor, employee or associate as directed in writing by the Company.
- C. Upon termination of your employment in accordance with the terms of Agreement, the Company shall forthwith pay to you all arrears of your remuneration up to and including the intended termination date after necessary deductions and adjustment, which, you shall accept in full discharge of all claims whatsoever. You will not be entitled to any incentive, bonuses or sales related scheme after separation. To claim such benefits, you should be a bona fide employee of the company at the time of disbursement of incentives, bonuses.
- D. At the time of leaving the job you are not allowed to take with you any data, data backup, information, client's/fabricator's/vender's phone numbers/addresses/emails/ agreements etc. If the same is done then it will constitute a Criminal Breach of Trust and be deemed as Criminal Conspiracy against the Company and we shall initiate appropriate legal proceedings including Civil and Criminal proceedings against you, which needless to say shall be at your own cost and peril.
- E. You agree that in the event of your leaving the Company and you are not completing the agreed notice period for any reason whatsoever, you shall be liable to pay to the Company compensation/damages and/or reimburse all costs and expenses incurred in or connected with your employment as calculated and described in the following manner:
- (i) **One [1] months'** salary in lieu of not serving the notice period.
 - (ii) Any amounts spent by the Company towards reimbursement of committed training costs and expenses incurred by the Company on your training
 - (iii) Loss incurred by the company due to unethical practice
 - (iv) Any damage or loss of company assets
 - (v) Any joining bonus, relocation expenses incurred by company



yume tools

No.V-41, 7th Main, 2nd Stage, Peenya Industrial Area,
Bangalore - 560 058. Phone : 080-41492825
Fax : +91-80-28362620 E-mail : yumetools@airtelmail.in

Ref: YUME-HR-23-24

Date: 02-01-2024

Ms. Gaanavi. M

Bangalore.

Sub: Appointment Letter

Further to the meeting, we are pleased to forward this offer letter to you. You will be designated as **Sales Coordinator Cum Accounts Assistant**.

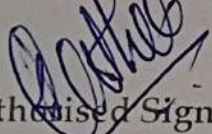
You will be offered a Gross Salary of **Rs. 15,000/-** Per month and will be under probationary for 3 months.

You will be on regular payroll and eligible for Bonus, ESI, PF, Leaves and other benefits as per the company norms.

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

Wish you all the best.

For YUME TOOLS.,


Authorized Signatory

OL No: TN13970

Date : 18 August 2023

Dear **Harish Gowda**,

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with **TEACHNOOK** as an **Academic Counsellor**.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with TEACHNOOK:

Date of Joining : 21 August 2023

Training Period : **21 August 2023 to 30 August 2023 - (Unpaid)**

OJT Start Date: **31 August 2023**

OJT End Date: **30 December 2023**

Location of Training: Bangalore

Stipend: INR **18000** Per Month

Incentives : INR **12000**

Target: **280000** INR per month.

Pre - Placement Offer :- **6 + 3 LPA (After Completion of Training)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on **21 August 2023**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off(On a weekday).
- During the training period you will receive all the benefits that are entitled for trainees.
- At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Teachnook. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Teachnook for both yours and Teachnook's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Teachnook.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____



BHARAT
Financial Inclusion Limited
Prayas: so pragati

A 100% subsidiary of IndusInd Bank Limited

IndusInd Bank

Private & Confidential

Date 04 Sep 2023

Mr. Madan Kumar R

OFFER AND APPOINTMENT LETTER

Dear Mr. Madan Kumar R

We are pleased to appoint you for the role of **Loan Officer – Bharat Super Shop** in Bharat Financial Inclusion Limited having its registered office at One World Centre, Tower 1, 8th Floor, 841 Senapati Bapat Marg, Elphinstone, Mumbai – 400013 and Head Office at 3rd Floor, My Home Tycoon, Block A, 6-3-1192, Kundanbagh, Begumpet, Hyderabad- 500 016, Telangana, India (hereinafter referred to as IFIL or "the Company"), subject to your acceptance of the Terms and Conditions of Employment as follows:

APPOINTMENT

The terms governing this appointment will be effective from the date of joining. The duration for determining the period for confirmation of service/ or any other policy matter shall be reckoned from the date of your joining duty.

REPORTING AND RESPONSIBILITIES

You will be reporting to **Branch Manager – Bharat Super Shop** or whosoever the Company may subsequently specify. In your assignment you will be required to perform duties as more particularly laid down in the Job Description for your position.

POSTING AND TRANSFER

Your initial posting will be at **Yelanka_Retail Branch Office**. However, your services are liable to be transferred, at the sole discretion of Management, in the same position or such other capacity as the Company may determine, to any department / division / location at any place in India, whether existing today or which may come up in future. In such a case, you will be governed by the provisions mentioned explicitly in the transfer policy.

REMUNERATION

The Company shall pay during the continuance of your employment hereunder, an annual CTC of Rs. 136624/- per annum. Your total minimum monthly gross salary will be Rs. 14250/- (In words, Rupees Fourteen Thousand Two Hundred Fifty One only). The Salary Sheet is annexed herewith as Annexure – 1.

Signature of the employee
(Signifying acceptance)

Page 1 of 7

Bharat Financial Inclusion Limited

Head Office: 3rd Floor, My Home Tycoon, Block A, 6-3-1192, Kundanbagh, Begumpet, Hyderabad - 500 016, Telangana, India
Tel: +91 40 4452 6000, Fax: +91 40 4452 6001, Email: info@bfil.co.in, Web: www.bfil.co.in

Registered Office: One World Centre, Tower 1, Floor 8, 841, Senapati Bapat Marg, Elphinstone, Mumbai - 400 013, Maharashtra, India
Corporate Identity Number: U65999MH2018PLC 312539





TERMINATION

After confirmation, the Company can terminate your services by giving 2 (Two) months written notice or payment of salary in lieu thereof. However, the Company may relieve you at any time purely at its discretion during the notice period and without any compensation other than the payment of salary in lieu of the remaining period of notice.

After confirmation, you may resign from services by giving 2 (Two) month's written notice to the Company or payment of salary in lieu thereof. If the exigencies of work so require, the Company may not relieve you earlier than the expiry of the entire period of notice. No leave would be allowed during such notice period. It shall, however, be open to the Company to accept your resignation with effect from any date earlier than the one offered by you in your resignation letter at its sole discretion.

The Company has the right to terminate your service without notice or payment of salary in lieu thereof or take such other actions as the company may deem necessary if:

- at any time the statements or declaration made by you to the company are subsequently found to be incorrect, untrue, incomplete, or misleading;
- you commit any breach of your duties and responsibilities under this contract of service;
- you are found guilty of dishonesty, gross negligence or misconduct which contravenes the express or implied conditions of your service;
- at any time subsequently after your appointment it is found that, there have had been any legal proceedings initiated against you, or you were involved in any misconduct/fraud/ embezzlement of cash in your previous employment or current employment, or you have been convicted by any Court in India for an offence involving moral turpitude.
- In view of background verification, unsatisfactory report received by the Company.

RETIREMENT

The retirement age is 58 years. You will retire from the employment of the Company at the end of the month in which you attain 58 years of age.

DISCIPLINE

You shall take up all assignment that may be offered to you by the Company.

If you abstain from duty without prior sanctioned leave in writing for a continuous period of exceeding 8 consecutive days excluding any intervening declared holidays, it shall be construed as unauthorized absence and be presumed as a conclusive proof of your intention for all purposes that you have voluntarily abandoned the employment and have left the services of the company on your own accord with effect from the date of such absence.

You shall be expected to abide by the rules and regulations of the Company, be courteous, honest and professional within the Company or with its clients/customers, and maintain & represent the Company's high standards of professional Services at all times, whether in the Company or at its client's site(s).

You shall be responsible for all Company properties and material that are in your possession, and all infrastructure like telephones, computers, etc that have been provided to you to enable you in your work. You shall not publicly criticize, defame or misrepresent the Company and shall not, knowingly, commit any such actions which may result in the Company's image / business being adversely affected.

You shall not furnish false information or declaration or willfully suppress any material information.

Signature of the employee
(Signifying acceptance)

The Company reserves the right to vary the terms and conditions of service based on business needs from time to time and may change in relation to your proposed appointment in the Company

You may be required to undertake travel on Company's work as and when required. In case of travel on Company business, you are entitled to such travel expenses/allowance as may be in force as per the travel policy from time to time.

In case of any change in your residential address during the tenure of your employment with the Company, it shall be your duty to intimate the same to the Company in writing within three days from the date of change of address. All communications mailed to you by the Company to the last address given by you shall be deemed to have been received by you.

You will be responsible for ensuring that compliance requirements as stipulated by the company and locally are adhered to and it shall also be reviewed as part of your annual performance reviews.

You shall not assign your rights and/ or obligations herein. The Company may assign its rights and/or obligations herein to any person or entirely acquiring all or a substantial portion of the Company's business or entity controlling, controlled by, or under common control with the Company.

You are required to submit a certificate about your medical fitness to the satisfaction of the Company.

You shall not, under any circumstances either directly or indirectly, receive or accept for own benefit any commission, rebate, discount, gift or profit of any nature from any person, Company or firm having business transaction with the Company.

INDEMNIFICATION

You shall during the course of employment, duly and faithfully devote to and execute, perform and discharge all the duties of his/her office without causing any injury, loss or damage by reason of any act, default or misconduct negligence, error in judgments, breach of duty, embezzlement and mismanagement to the Company and in the alternative you shall from time to time and at all times indemnify and keep indemnified the Company against all loss, damages, costs, charges and expenses which the Company shall or may sustain by reason of any act or default or misconduct.

Negligence, error in judgment, breach of duty, embezzlement and mismanagement by you, along with interest if any

Signature of the employee.....
(Signifying acceptance)



ANNEXURE I

Particulars	Monthly in Rs.	Yearly in Rs.
Basic	7125	85499
HRA	4275	51300
Field Staff Allowance	2850	34200
Monthly CTC PF	1302	15626
Total Fixed Cost(TFC)	15552	186624
<p><u>"You are also eligible for monthly performance-based incentive as per the company incentive plan" after completing the probation period.</u></p>		
<p>ANNUAL INSURANCE BENEFITS (PREMIUM PAID BY THE COMPANY) :</p>		
Life Insurance		10,00,000
Hospitalization Floater cover (For, Employee, Spouse, Two Kids and Parents)		1,75,000
Group Personal Accident cover		13,00,000

Signature of the employee:
 (Signifying acceptance)

Heena Kumari





OFFER LETTER

Congratulations Mohammed Shabbir !

We are delighted to inform you that you have been selected for the position of **Digital Interaction Advisor** with [24]7.ai from **11-Dec-2023** at our **Bangalore** office! We are excited to welcome you to a supercharged Life@[24]7.ai! As you prepare to join us and embark on this new journey, here is a little about us.

A global Leader and a great place to work

We are a pioneer and count amongst global leaders in the BPO industry. We are headquartered at Campbell, California, US with global operations across 15 centers panning North, Central, South America, Philippines, and India. We are amongst the Top 50 Great Places to Work in India, certified by Great Place to work, a global authority that recognizes High performance, high trust cultures at the workplace. We have also been certified by them amongst the Top 50 Best Workplaces for Women.

Our people-centric policies, carefully curated and crafted training modules, and state-of-the-art infrastructure, allows our employees to perform at their best and grow to realize their true potential. Many of our leaders have grown from the ranks and moved up to head teams and departments.

Driven by our Values

As a value-based company, we abide by our core values of

RESPECT

OWNERSHIP

TRANSPARENCY

TEAMWORK

RESULTS

We believe that by living these values in our day-to-day lives, we are able to drive excellence and create a high-performance organisation and build teams that trust each other thereby enhancing the overall success of the organization.

Employee driven policies and benefits

We have in place policies, benefits, and performance-based incentives for our employees that ensure their well-being as well as encourage a high-octane performance from them. We have shared a brief synopsis of these benefits for your reference in this offer letter. As you become a part of [24]7.ai, through inductions and initial training, you will be made aware of all our policies, benefits, programs, modules, and incentives in detail.

We believe that we can help you find more than just a job here and a career journey that drives and fulfils you!

Located across 15 locations globally



entitled to any salary, allowances or benefits of any kind for the period you were undergoing FLE.

13. **Duties:** You shall perform such duties and observe and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any. The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.
14. **Address:** You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you. If you choose company transportation to commute to work, you must be residing within the Hiring Zone established by the organization. Please refer to Annexure 3 for the currently defined Hiring Zone.
15. **Benefits:** You will be eligible for the benefits of leave, Provident Fund and Gratuity when applicable and as per the rules of the company in force from time to time. A comprehensive list of benefits are available for your reference in Annexure 2 of this offer letter.
16. **Transfer:** You have been appointed as **Digital Interaction Advisor, L1 & G1** but are liable to be transferred at any time on a temporary or permanent basis from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.
17. **Notice Period:** During the Training Period (Foundation Level Training & Process Level Training) your services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for 30 days on either side.
18. **Retirement:** You will retire on attaining the age of 60 years.
19. **Service Rules:** You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application. In any instance of insufficiency on these aspects, your services will be discontinued/terminated with immediate effect without notice
20. **Minimum Period of Employment:** The company will be investing substantially in you, through an elaborate period of training so as to skill you for the job. A minimum period of productive utilization of these skills is mandatory. You are therefore required to commit to a period six months of service from the date of joining.



Annexure – 1

Annexure - 1

Level / Grade	: L1G1	
Designation	: Digital Interaction Advisor	
Salary Components		
Fixed Gross Salary Components	PM	PA
Basic	4,500	54,000
House Rent Allowance	1,800	21,600
Advance Statutory Bonus	1,299	15,588
Special Allowance	9,284	1,11,408
Total Gross Salary (I)	16,883	2,02,596
Retirals- Employer's Contribution		
PF Contribution by Employer	1,800	21,600
Gratuity	216	2,592
Employer ESI Contribution @ 3.25%	549	6,588
Total Retirals(II)	2,565	30,780
Variable Components*		
Performance Incentive (ECOP)	1,400	12,600
Total of Variable components (III)	1,400	12,600
Approx. Take Home PM	14,956	
Approx. Take Home (with Variable pay) PM	16,356	
Total CTC (I+II+III)	20,848	2,45,976
Benefits (As per policy, refer to description in Annexure 2)		
1. Statutory Benefits: Employee Provident Fund, Gratuity, Insurance (Medical, Accidental & Life)		
2. Performance and Loyalty based Incentive: ECOP, employee referral schemes, retention bonuses, etc., as applicable for the program with which you will be aligned.		
3. Benefits for Better Work Life Balance and ease of working : Self to work, Door to Door Pick up, Leave & Holidays, Passion Club, Broadband reimbursement.		

With Best Wishes,

Brian Alfred Dsouza
AVP - HR-Recruitment

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



Growth, Rewards & Recognition:

[24]7.ai has a robust Learning & Development program, several Rewards & Recognition programs, and growth opportunities that include but are not limited to:



IJPs Across verticals and locations : You can choose the direction for your career by applying to openings across programs and locations that are available for employees based on their eligibility.



Blueprint: a program that identifies potential leaders and helps develop them behaviourally and functionally across teams, and assigns them to functions based on interest and competency.



Womenable: A unique program that is designed to develop a pipeline of women leaders at lower and mid-management levels and create a powerful pool of talent.



High-potential Management and Succession Planning: This allows employees to grow and upskill to match the requirements for the next level of their career progression. A fast-tracked promotion process, employee-centric development, and management programs comprise this process.



Founders' Forum: A prestigious invite-only platform welcomes high-potential Leaders into its fold and the founders of the company mentor them in a holistic program to be prepared for their next-level roles.



Circle of Excellence: Recognition for great performers is called out every quarter.



HUM Premier League: for the best of entertainment and sports



HUM Annual Excellence awards: Given out every year for the best for the best



Employee Name: Mr. Prajwal HS

Annexure 1:

SALARY BREAKUP DETAILS		
Salary Components	Monthly	Annual
Basic Salary	11037.00	132444.00
Dearness Allowance	2837.00	34044.00
House Rent Allowance	1387.00	16644.00
Conveyance Allowance	800.00	9600.00
Bonus	1156.00	13872.00
Other Allowance	233.00	2796.00
Travelling Allowance	1050.00	12600.00
Monthly Gross	18500.00	222000.00
EV Benefit	0.00	0.00
Gross Salary (A)	18500.00	222000.00
Deductions		
P.F (Employee's Contribution)	1665.00	19980.00
ESIC (Employee's Contribution)	139.00	1668.00
Professional Tax	0.00	0.00
Tot Deduction	1804.00	21648.00
Net Salary	16696.00	200352.00
Employer's Contribution (B)		
P.F (Employer's Contribution)	1804.00	21648.00
ESIC (Employer's Contribution)	602.00	7224.00
Gratuity	670.00	8040.00
Total Employer Share (B)	3076.00	36912.00
CTC (A+B)	21576.00	258912.00

*DA is applicable as per the slab.

*Professional Tax is applicable as per the slab on month salary.

*EV benefit will be considered on Vehicle Purchases only.



OFFER CUM APPOINTMENT LETTER

Privanka G

#12 , 2nd main road, Ranganathapura , Kamakshipalya
Bangalore
560079
IND

Dear Priyanka,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Seller Support Associate at Bangalore**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **19-Feb-2024**.

Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a

1

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th
Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka
India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233

13th Jul 2023

Mr. Rahul G
Bangalore

Subject: Letter of offer and intent

Dear Rahul,

Further to the recent meetings and discussions you had with us, we are pleased to offer you the position of "Executive- Operations" with Sarvaloka Services On Call Private Limited.

1. Upon acceptance of this offer, we would like you to join us by **14th Jul, 2023**.
2. You will be based in **Bangalore**.
3. You will be on a probation period for **3 (Three) months** from the date of joining. During your probation period, you will receive your monthly and annual compensation as per the compensation and benefits table mentioned in **Annexure A**.
4. You will receive all benefits due to a full-time employee of the Company, namely PF, Gratuity, and other eligible reimbursements as per the company policy.
5. You will be entitled to paid leaves in addition to the fixed company holidays as per the Company norms.

This offer is being made based on information furnished by you. In the event any said information is found to be incorrect, the offer shall be withdrawn.

All other terms and conditions are as per the company policies and by virtue of your acceptance of this offer letter, you are expressly bound by the employment policies, terms and conditions incorporated in the Appointment Letter which will be issued to you at the time of joining.

We welcome you to the Housejoy family and look forward to a prolific association with you.

For, Sarvaloka Services On Call Private Limited



Sweta Mohanty
Manager- HR and Admin

Annexure A

Name	Rahul G
Designation	Executive- Operations
Department	Rental
Date of Joining	14 th Jul 2024

Particulars	Annual	Monthly
Basic	2,00,628	16,719
Bonus	16,712	1,393
HRA	71,060	5,922
Sub Total (A)	2,88,400	24,033
Deductions		
PF	21,600	1,800
PT	2,400	200
Sub Total (B)	24,000	2,000
Net Pay (A-B)	2,64,400	22,033
Company Contributions		
Provident Fund	21,600	1,800
Sub Total (C)	21,600	1,800
Variable pay		
CTC(A+C)	3,10,000	25,833

* Take home is subject to usual statutory/other taxes (TDS) and other deductions as per applicable Law and Company policies & practices.

For, Sarvaloka Services On Call Private Limited




Sweta Mohanty
Manager- HR and Admin



Offer Letter From GM Infinite

1 message

naveen <navin.hr@gminfinite.com>
To: Rahulrh15959@gmail.com <Rahulrh15959@gmail.com>

Thu, Sep 21, 2023 at 5:12 PM

Dear Rahul,

With reference to your application and subsequent interview you had with us, we are pleased to offer you a position of “**Pre Sales Executive**” within our organization at a cost to company (CTC) of **Rs. 4,20,000/- (Rupees Four Lakh Twenty Thousand thousand Only)** per annum.

Your employment shall commence with effect from **22nd September, 2023**.

Note :- The offer letter is valid for 5 days from the date of issuance.

On the date of your joining, you may please bring along the following:

1. Proof of age.
2. Copies of educational and experience certificates.
3. Relieving certificate from previous employer, if any.
4. Appointment letter of the previous employer and salary revision letters, if any.
5. 4 passport size photographs.

We welcome you to **GM Infinite Dwelling Pvt. Ltd.**

All the best for all your future endeavour with our esteemed organisation.

Yours truly,

(Mr. Gulam Mustafa)

Chairman & Managing Director

ACCEPTANCE OF OFFER

I hereby declare that I accept this Offer Letter

Signature

(Mr. Rahul G)



eTeam InfoServices Private Limited

Ranjan A M

Date: October 18, 2023

C/O: Manjunatha A N, Holavanahalli Hobli,
Koratagere Taluk Arasapura
Tumkuru, KA 572121

Dear Ranjan,

Subsequent to our discussion, we are pleased to appoint you in eTeam Infoservices Pvt. Ltd as “**Fee Analyst**”. You are expected to join on or before “**October 23, 2023**”, failing which, eTeam reserves the right to rescind this letter.

You will work out of our **client** office and your Annual Cost to Company (CTC) will be **Rs. 2,94,000 (Rupees Two Lakhs-Ninety Four Thousand Only)** as detailed in Annexure “A”.

During your period of employment, you would be governed by the terms and conditions as per the appointment letter and HR Handbook which would be amended from time to time.

I) DOCUMENTS

You shall produce at the time of starting employment (or within one week thereafter) the documents to the Company as mentioned below. Any delays in submitting the requested documents, it may affect your joining or processing your first pay.

This appointment is offered based on your having furnished the Company, correct information regarding your past service and other records. If at any time it is revealed that employment has been obtained by furnishing false information or withholding pertinent information, the Company will be free to terminate your service at any time without notice.

- Copies in support of your educational qualification(s) (marksheets and degree certificates)
- Copies in support of your work experience (Offer/appointment and experience/relieving letters)
- Copy of your resignation acceptance or release communication from current employer
- 2 passport size photographs
- Form 16/salary certificate/Bank Statement
- Address proof (Aadhar Card, PAN, Passport etc.)
- Compliance Documents (Form F, Form 2, Form 11, etc)

II) SALARY

a) Your annual remuneration is as specified in Your Appointment Letter.

b) This compensation package has been customized for you after taking into account your qualifications, and relevance of experience and your role and responsibilities.

c) You will be required to strictly **maintain the secrecy** and ensure that you do not divulge or communicate in any manner, any information regarding **your remuneration/terms** of employment, to any other employee, except to the Head of your department and the Head of HR Dept. of the Company.

d) In the similar way, when deputed to work/interact **at the client site**, you are expected to **maintain full confidentiality regarding your salary packages** and expected not to discuss or



eTeam InfoServices Private Limited

Your appointment with Company will be subject to your being found medically fit and certified by your family doctor and also subject to receipt of satisfactory references. We would require you to complete medical formalities before you join the organization.

At any point of time during your service with the Company, if you are found to be unfit or incapacitated to give your service in medical grounds, you will be liable for termination from the services of the Company. The opinion of the Doctor appointed authorized by the Company in this regard will be taken as final and binding.

b) Absence

Any absence for a continuous period of THREE days of unsanctioned leave, including your overstaying the period of leave by THREE days (i.e. a total of SIX days of not reporting to work without prior intimation) may automatically make you lose your lieu on the service, and your service shall automatically stand terminated without any notice or any Compensation in lieu of such notice (as stated in the notice period of this letter) or even intimation from the Company. In such a situation you will be liable to pay one month's gross salary to the Company as liquidity damages.

c) Responsibilities and Job Description

The Company reserves the right to assign the responsibilities and job description and allocate additional functions in your jobs description according to its need and requirements prevailing at the time. Any such re-designation shall not negate any other portions of the terms and conditions of employment. You will be required to work on any project assignment in India or Abroad on which the Company may depute you from time to time. You will be required to document all your work on regular basis, as per the Company rules.

d) Training

You will be required to undergo various specialized (internal/external) training which the Company may arrange for you from time to time and you will be required to adhere to the schedule as specified for the training programs.

e) Duty Hours

You shall attend office according to the rules prevalent from time to time. You may also be called upon to attend to your duties as and when required in shift or on holidays, in accordance with exigencies. In view of your position, it may be necessary for you to undertake such work, as well as undertake tours and travel.

During overseas deputation you will be required to strictly follow the rules and regulations of the client and Company. All the Leaves have been pre-defined by the Organization basis on the Business and Client requirement at the Start of Every year and it may differ from location to location, or Client to Client basis on the Business purpose and it can be changed, subject to matter of Organizational or Client requirement.

f) Time Sheet /Time Sheet Approvals

You are required to ensure submission of your attendance through Manual Time Sheet or Time Sheet Link Approval or Soft Copy or Hard Copy or by any means, by 02nd of Every Month to ensure Salary processing on time. All the Time Sheets has to be duly approved and signed by your Supervisor either in soft copy or hard copy with submission as per the Stipulated time.

Employee has to ensure that his/her manual time sheet or time sheet link approval from respective Project Manager / Supervisor has to be submitted on 1st day of every month. In case, if timesheet approved after 05th of that specific month, in that case, salary will be processed on 15th of every month. In Case, if employee fails to submit the Time Sheet with necessary approvals, he/she will not be eligible for Salary in absence of Attendance or necessary approval.

h) Location/Travel



eTeam InfoServices Private Limited

any entity that employee provided services for or through pursuant to Employee's obligation under this Agreement.

Employee further agrees not to solicit, accept or divert any employment, business, and computer consulting contracts or make any contacts with any client, vendor, end-client, and end-user otherwise take away from the Company any business the Company had or was actively soliciting during the Employee's employment. This para shall survive the termination or expiration of this Agreement.

IX) NON-SOLICITATION

The employee agrees that during Employee's employment with the Company and for twelve (12) months thereafter the Employee will not directly or indirectly solicit the employment, consulting or other services of any other employee of the company, or a client, end-client or end-user of the Company, or of an entity at which the Employee was placed or introduced as a result of his/her employment with the Company, or induce any such employees to leave such employment or to breach an employment agreement therewith.

Employee will during Employee's employment with the Company and for twelve (12) months thereafter shall not directly or indirectly in any capacity induce or allow or attempt to induce or allow any Company employee, consultant, contractor or other party to terminate his or her employment or contractual relationship with the Company. Employee agrees that the Employee shall not solicit, divert or accept any employee, consultant, client, end-client, end-user, customer, vendor, broker or contractor of the Company or any entity which either directly or indirectly provided any business to the Company. This paragraph shall survive the termination or expiration of this Agreement.

X) PROHIBITION OF DISCRIMINATION & HARASSMENT OF CO-WORKERS

You are not to indulge in any act of harassment mental or physical towards any co-worker at the work place.

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 work place.

XI) CONFIDENTIALITY AGREEMENT

You are required to undertake a confidentiality agreement effective from the date of joining.

XII) NON-DISPARAGEMENT

During the employment and thereafter, You shall not make any disparaging or defamatory statements, whether written or verbal, regarding the business practices of the Company or its Clients; provided, however, nothing in this Section shall prohibit You from making truthful oral or written statements in response to (i) an official request by a government agency, (ii) a court order.

XIII) DEPUTATION

During your employment with the Company, you will be liable to be transferred to any of the offices/department of the Company or of the associate companies group companies whether existing or to be set, whether in the same town/city or anywhere in India or abroad on the same conditions of the employment at the sole discretion of the Management.

XIV) RETIREMENT



eTeam InfoServices Private Limited
Annexure "A"

Entitlements: All entitlements listed below are Subject to Company Policies, Procedures and Guidelines that may be in force or as issued/Changed from time to time. All perquisites and benefits, including reimbursements, are Subject to Income Tax as per the provision of the Income Tax Act, 1961, which may be applicable, including tax on perquisite value. The Details of your remuneration are as under:

Salary Break up

Name of Candidate	Ranjan A M	
Location	Bangalore	
Designation	Fee Analyst	
Particulars	Per Month	Per Annum
Basic Salary	16859	202308
HRA	3987	47844
Statutory Bonus	1404	16848
Sub Total (A)	22250	267000
Retrials - Employer Contribution (B)		
PF Contribution from Employer	1800	21600
Medical	450	5400
Sub Total (B)	2250	27000
Total CTC (A+B)	24500	294000
Net Payable (before taxes)	20450	245400

Rupees Two Lakhs-Ninety Four Thousand Only (Per Annum)

* Incentive/Referral/Reimbursement/Bonus or any other variable amount is payable subject to the employee's performance as per Company policies and at the sole discretion of the Company's management.

* Please note that first salary for those who join after the 25th of the month will be processed in following month's payroll cycle post receipt of your complete set of documents.

*Any Tax implication arising out of the above structure to be borne by the employee.

*Income Tax relief in respect of Reimbursements will be provided only on production of bills and will be restricted to the amount mentioned against them.

Yours Truly
For eTeam Infoservices Private Limited

Agreed & Accepted By



Simi Chacko
Sr. Manager - HR

Date: 13th April 2023Name: Ranjitha Shiva KumarAddress: 1/10 Hennka New Tower

Mobile No: _____

Intent of Offer letter for the post of Sales TraineeDear Ranjitha Shiva Kumar

With reference to the interactions and assessments you have had with us, we are pleased to inform you that you have been selected in our company for the position of Sales Trainee for our _____ function based at BANGALORE Branch.

We are pleased to offer you a fixed salary of Rs. 243,000 per annum. In addition, you will be entitled for Incentives/ Performance Pay, Group Medclaim Insurance, Term Life Insurance, Group Personal Accident policy. The details of which will be mentioned in your appointment letter along with all the other terms & conditions of appointment.

As mentioned, a detailed appointment letter will be issued to you upon your joining the duties of the Company. You have agreed to join the duties on or before **15th June 2023** (Date of joining).

You will have to complete the following formalities on the link provided before you join the organization.

- Submit your self-attested copies of residential address proof, Pan Card, Aadhar Card.
- Education mark sheets & Certificates (including final year passing certificate/ mark sheet).
- 2 passport size color photographs with red background.
- Attend a functional orientation training (Boot camp), which shall be communicated to you shortly.

Under the following circumstances the offer/employment will stand cancelled or revoked automatically:

- If for any reason you do not clear the final year examination.
- If you fail to attend the functional orientation training (Boot camp).
- In case, you fail to join on the above-mentioned date.
- Any of the documents submitted by you as mentioned above are forged or invalid.

Please sign and return the duplicate copy of this Job offer letter as a token of your acceptance of this job offer of employment.

We wish you all the best!

Yours Sincerely,

For Piramal Finance Sales and Service Private Limited



Pramod Gite
Head – Human Resources

Accepted by: Ranjitha . SDate: 22/4/2023**Piramal Finance Sales and Service Private Limited**

Registered Office : Floor 4, 2 Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel, Mumbai 400013

CIN: U67200MH2020PTC345642

customercare@piramal.com

T +91 22 3802 4000

PRIVATE AND CONFIDENTIAL
LETTER OF INTENT

26-Oct-2023

Shreyas V
Bangalore, Karnataka

Subject: Offer for the designation of **Sales Manager - Agency - Emerging Relationships**

Dear Shreyas,

In reference to Your ["You", "Your"] application and subsequent interview You had with us, we are pleased to extend You an offer for the position of **Sales Manager - Agency - Emerging Relationships at Junior Executive- GB01A** with **Bajaj Allianz General Insurance Company Limited** ("BAGIC" or "the Company" or "we"). You will be based at **Bangalore** and your date of joining will be **06-Nov-2023**. The current location is subject to change depending upon the work assignment from time to time.

BAGIC, today, is one of the best private insurers in the industry. At the core, we sincerely believe in doing good to people by covering their risks. The Company has continuously been expanding its operations and received significant recognitions for its leadership, people practices, technology and customer orientation. Guided by our Employee Value Proposition - 'Live Ambition, Breathe Care', we believe in facilitating a culture where every employee can realize their true potential, and we do so with care at the center of all our activities, whether it's towards our employees or our customers and partners. We employ and nurture diverse talent and would be keen to have you on board as a part of our collective.

The compensation details are provided in the 'Annexure- A' to this Offer Letter. You will receive an 'Appointment Letter' upon joining with detailed terms of your employment

We look forward to having You on board to contribute and be a part of our success story.

For Bajaj Allianz General Insurance Company Limited,



Authorized Signatory



Allianz

Caringly yours

ANNEXURE - A COMPENSATION ENTITLEMENT SHEET

Name : Shreyas V

Designation : Sales Manager - Agency -

Emerging Relationships

Date of joining : 06-Nov-2023

Grade & Band : Junior Executive- GB01A

Location : Bangalore

S No.	Components	Per month (Rs)	Per annum (Rs)
1.	Basic	11,375	1,36,500
2.	House Rent Allowance	4,550	54,600
3.	Statutory Bonus	3,833	46,000
4.	Special Allowance	10,395	1,24,737
5.	Total - A	30,153	3,61,837
6.	Provident fund (Company Contribution)	1,800	21,600
7.	Gratuity as per Act	547	6,563
8.	Total Retirals Pay - B	2,347	28,163
9.	*Total Fixed Pay - A+B	32,500	3,90,000

- A. Rules for Special Allowance: Each employee is free to exercise his/her choice of apportionment of Special Allowance subject to the total limit given above and individual limits as mentioned against each. The above selection shall be taxable / non-taxable as provided by the Income Tax Act and the rules made thereunder and amended from time to time.
- B. You will be covered under group term life and personal accident policy. The premium for this sum assured shall be paid by the Company directly to the Insurance Company. This is not a part of the Fixed Pay.
- C. Group Medclaim Cover: You will be eligible to participate in Company's Group Medclaim as per prevailing policy design.
- D. Gratuity amount would be payable as per the norms specified under the Gratuity Act.
- E. Next salary revision will be done as per Company norms.
- F. *All future ex-gratia Variable pay/ Performance pay would include prospective/ retrospectively increased or additional statutory payments liable to be paid by the Company because of changes in statues. Also, the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Total Fixed. Further the Company will not be liable to pay any amount over and above Total Fixed which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is basis the fact that the Total Fixed is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] as mentioned in this Annexure.

Bajaj Allianz General Insurance Company Limited

Regd. & Head Office : Bajaj Allianz House, Airport Road, Yerawada, Pune 411 006. IRDAI Reg No.: 113. | Tel (+91 20) 66026666. | Fax (+91 20) 66026667.
CIN : U66010PN2000PLC015329 | Toll Free No. : 1800 209 5858 | E-mail: bagichelp@bajajallianz.co.in | Website: www.bajajallianz.com

Date: 13/04/2023

Name: SONMYA B

Address: Rajajinagar,
Bangalore - 21

Mobile No: _____

Intent of Offer letter for the post of Sales Trainee

Dear Sonmya B

With reference to the interactions and assessments you have had with us, we are pleased to inform you that you have been selected in our company for the position of **Sales Trainee** for our _____ function based at Bangalore Branch.

We are pleased to offer you a fixed salary of Rs. 2.43 per annum. In addition, you will be entitled for Incentives/ Performance Pay, Group Mediclaim Insurance, Term Life Insurance, Group Personal Accident policy. The details of which will be mentioned in your appointment letter along with all the other terms & conditions of appointment.

As mentioned, a detailed appointment letter will be issued to you upon your joining the duties of the Company. You have agreed to join the duties on or before **15th June 2023** (Date of joining).

You will have to complete the following formalities on the link provided before you join the organization.

- Submit your self-attested copies of residential address proof, Pan Card, Aadhar Card.
- Education mark sheets & Certificates (including final year passing certificate/ mark sheet).
- 2 passport size color photographs with red background.
- Attend a functional orientation training (Boot camp), which shall be communicated to you shortly.

Under the following circumstances the offer will stand cancelled or revoked automatically:

- If for any reason you do not clear the final year examination.
- If you fail to attend the functional orientation training (Boot camp).
- In case, you fail to join on the above-mentioned date.
- Any of the documents submitted by you as mentioned above are forged or invalid.

Please sign and return the duplicate copy of this Job offer letter as a token of your acceptance of this job offer of employment.

We wish you all the best!

Yours Sincerely,

For **Piramal Finance Sales and Service Private Limited**



Pramod Gite
Head – Human Resources

Accepted by: 

Date: 13/4/23

Piramal Finance Sales and Service Private Limited

CIN: U67200MH2020PTC345642

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

City MH 400013 IN T +91 22 62309400 and F +91 22 61513444

Date: 13th April 2023Name: SUPRIYA A.Address: Mahalakshmi puram
Bangalore - 560086

Mobile No: _____

Intent of Offer letter for the post of Sales TraineeDear SUPRIYA,

With reference to the interactions and assessments you have had with us, we are pleased to inform you that you have been selected in our company for the position of **Sales Trainee** for our _____ function based at BANGALORE Branch.

We are pleased to offer you a fixed salary of Rs: 243,000 per annum. In addition, you will be entitled for Incentives/ Performance Pay, Group Medidaim Insurance, Term Life Insurance, Group Personal Accident policy. The details of which will be mentioned in your appointment letter along with all the other terms & conditions of appointment.

As mentioned, a detailed appointment letter will be issued to you upon your joining the duties of the Company. You have agreed to join the duties on or before tentatively by **15th June 2023** (Date of joining).

You will have to complete the following formalities on the link provided before you join the organization.

- Submit your self-attested copies of residential address proof, Pan Card, Aadhar Card.
- Education mark sheets & Certificates (including final year passing certificate/ mark sheet).
- 2 passport size color photographs with red background.
- Attend a functional orientation training (Boot camp), which shall be communicated to you shortly.

Under the following circumstances the offer/employment will stand cancelled or revoked automatically:

- If for any reason you do not clear the final year examination.
- If you fail to attend the functional orientation training (Boot camp).
- In case, you fail to join on the above-mentioned date.
- Any of the documents submitted by you as mentioned above are forged or invalid.

Please sign and return the duplicate copy of this Job offer letter as a token of your acceptance of this job offer of employment.

We wish you all the best!

Yours Sincerely,
For Piramal Finance Sales and Service Private Limited



Pramod Gite
Head - Human Resources

Accepted by: Supriya A.Date: 21/4/23

Date: 13/04/2023

Name: PRIYANKA G
Address: Kamashipalya
Bangalore - 79
Mobile No: _____

Intent of Offer letter for the post of Sales Trainee

Dear Priyanka

With reference to the interactions and assessments you have had with us, we are pleased to inform you that you have been selected in our company for the position of **Sales Trainee** for our _____ function based at Bangalore Branch.

We are pleased to offer you a fixed salary of Rs. 2.43 per annum. In addition, you will be entitled for Incentives/ Performance Pay, Group Mediclaim Insurance, Term Life Insurance, Group Personal Accident policy. The details of which will be mentioned in your appointment letter along with all the other terms & conditions of appointment.

As mentioned, a detailed appointment letter will be issued to you upon your joining the duties of the Company. You have agreed to join the duties on or before **15th June 2023** (Date of joining).

You will have to complete the following formalities on the link provided before you join the organization.

- Submit your self-attested copies of residential address proof, Pan Card, Aadhar Card.
- Education mark sheets & Certificates (including final year passing certificate/ mark sheet).
- 2 passport size color photographs with red background.
- Attend a functional orientation training (Boot camp), which shall be communicated to you shortly.

Under the following circumstances the offer will stand cancelled or revoked automatically:

- If for any reason you do not clear the final year examination.
- If you fail to attend the functional orientation training (Boot camp).
- In case, you fail to join on the above-mentioned date.
- Any of the documents submitted by you as mentioned above are forged or invalid.

Please sign and return the duplicate copy of this Job offer letter as a token of your acceptance of this job offer of employment.

We wish you all the best!

Yours Sincerely,

For **Piramal Finance Sales and Service Private Limited**



Pramod Gite
Head – Human Resources

Accepted by: Priyanka G
Date: 13/04/2023



RMV MULTI-SPECIALITY VETERINARY CLINIC

#318, 2nd Main, 2nd Block, RMV 2nd stage, Bengaluru-560094

Part-Time Employment Contract

Note: This information is highly confidential & should not be discussed with any colleagues/employees

Dear Satish K.

RMV Multi-Speciality Veterinary Clinic is pleased to offer you a **part-time** job at our clinic for the position of **Front Desk Executive/Receptionist** starting from the period 12th January 2024. You shall report to duty on 12th January 2024.

Probation & Salary Allowance:

- The first three months of work is considered as the probationary period.
- During the probationary period you can be terminated in case we find you unsuitable for the assigned role.
- You shall receive a salary of ₹8000/- per month.

Duty Hours & Responsibilities

- Duty hours must be strictly followed. In addition, on rare occasions, if the situation demands you must extend your duty hours till the work is completed.

Working hours: 5:00 PM to 9:30 PM, 6 days a week.

- Always share official clinic phone numbers with vendors & clients who wish to contact for further queries.

Leave Policies:

- You are entitled to one weekly-off on a **weekday**. You are also entitled to one casual leave per month.
- In case you avail leave more than your entitlement, it will be considered as **Leave without pay**.

- **Two** festival leaves will be given in a year. These floating/festival holidays need to be requested from the management priorly
- Leave application must be made at least 3 days prior to the leave and must be informed to the clinic management for the same.
- In case of long leaves, you need to inform at least 1 week prior to the clinic management.

Conflict of Interest:

- You are strictly not allowed to copy any client details
- You are not allowed to share your personal phone number with clients.

Confidentiality:

- You shall not disclose any confidential information concerning financial affairs, accounts, business plans, operational procedures, trade secrets, meetings, transactions or affairs of the clinic or of the customers whether you are still under the employment of this clinic or not.

Notice of Termination:

- If you wish to resign from the Clinic, you are required to give us **one**-month prior notice or pay one months' salary in leau of the notice period there-of.
- After the probation period, in case we wish to terminate you, we can do so with a 15 days' notice.

We are sure you will find your association with our **esteemed clinic rewarding and satisfying**. We sincerely hope that your association with our clinic will be of benefit to the clinic, our clients & to your professional growth.

If you are acceptable to the above terms and conditions, please sign and return a copy of this offer letter.

SIGNATURE OF THE EMPLOYEE

PS: You are expected to submit a copy of the following documents: 1. Degree Certificate 2. Aadhar Card 3. Pan Card

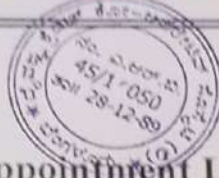


ದೈವಜ್ಞ ಕ್ರೆಡಿಟ್ ಕೋ-ಆಪರೇಟಿವ್ ಸೊಸೈಟಿ ಲಿಮಿಟೆಡ್

ಸಂ. 35, ಮೊವಲನ ಮಹಡಿ, ಭಂಡಾರಿ ಸ್ಕೂಲ್ ಎದುರು, ತಲಾರಿ ರಸ್ತೆ, ಬೆಂಗಳೂರು-560 053.

Daivajna Credit Co-Operative Society Ltd.,

Ref.: DCOSL/HO/71/23-24



Date : 10.02.2024...

Appointment Letter

To,
Priyanka S Vernekar
 #3579, 1st main road, near
 Kodandarama temple,
 Gayathrinagar,
 Bangalore-56002*

Dear Madam,

Sub: Appointment for the post of clerk in our Society on a Temporary Basis
 Ref: Your application date 05.02.2024

We refer your application for the post of clerk in our Society and subsequent interview held by us, Our Board of Directors are pleased to appoint you for the post of clerk in our Society on the following Terms and Conditions.

1. This is to inform you that Board of Directors have pleased to appoint you for the post of Clerk on a contract basis for a period of 6 months. If the Board of Directors are satisfied with your work and your capacity to learn work, your character, customer satisfaction, then our Board may absorb you in the Society as a Probationary Clerk for a period of 6 months.
2. During your Contract / Probation period Society will pay you a consolidated amount of Rs.13,000/- p.m.
3. You are not entitled for any leave during the said period. However you are permitted to avail one day CL after completion of one month of service.
4. If the Board is not satisfied with your performance, then you are liable for extension of your probation by another six months.
5. Even then if you are not come to the expectation of Board, then Board reserves right to discharge you from the service without giving any notice.



ದೈವಜ್ಞ ಕ್ರೆಡಿಟ್ ಕೋ-ಆಪರೇಟಿವ್ ಸೊಸೈಟಿ ಲಿಮಿಟೆಡ್

ನಂ. 35, ಮೊವಲನೆ ಮಹಡಿ, ಭಂಡಾರಿ ಸ್ಕೂಲ್ ಎದುರು, ಕಲಾರಿ ರಸ್ತೆ, ಬೆಂಗಳೂರು-560 053.

Daivajna Credit Co-operative Society Ltd.,

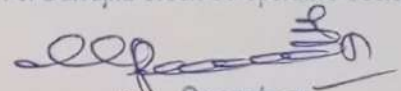
Ref. :

Date :.....

6. You have to deposit a sum of Rs.13,000/- (Rupees Thirteen Thousand Only) as a Security deposit which will carry interest as applicable to the Staff of the Society.
7. At the time of joining for duty please bring 3 passport size photos for our record.
8. As a staff member of the Society you may go across such information that may be considered "Confidential" by the Society. Therefore you shall not divulge any confidential information to any one outside the Organization or to any one inside who is not entitled for such information.
9. If you are agreeable to the above **Terms and Conditions**, then return the duplicate copy of this letter duly signed by you immediately and lastly, you are here by requested to join the duty in Society on or before 5th Feb 2024 without fail.

Wishing you All the Best,

Yours Faithfully
For Daivajna Credit Co-operative Society Ltd.


Secretary

Copy to:1. President– Daivajna Credit Co-operative Society Ltd. Bangalore.

2 . Branch manager– Daivajna Credit Co-operative Society Ltd.
Bangalore



BANKZONE

One stop express money solutions.

**No 1190/18 1st FLOOR, ANJANADRI AVENUE, 26TH MAIN ROAD, 9TH BLOCK,
JAYANAGAR, BANGALORE - 560069**

Tel: +91 44 4214 0933, Mob: +91 98847 17183

Dear,
NANDISHWAR

Date:- 16-10-2023

Sub: Appointment Letter

With reference to your application and subsequent interactions, we are pleased to offer you an Employment as “ **CUSTOMER RELATIONSHIP ASSOCIATE** ” Role with **BANK ZONE.**, on the following terms and conditions.

This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. This is a conditional job Appointment letter. Formal appointment letter giving terms of your employment will be handed over to you after you're joining and your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreements that you may have executed, with could have a bearing on your working with us.

You will need to submit all your original qualification documents, Experience Certificate, Relieving Letter and salary slip (if any) of last three months with a copy of each, on the date of joining.

Please return the duplicate copy of this letter duly signed as a token of having accepted the Offer.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming leaders in BPO. We assure you of our support for your professional development and growth.



BANKZONE

One stop express money solutions.

**No 1190/18 1st FLOOR, ANJANADRI AVENUE, 26TH MAIN ROAD, 9TH BLOCK,
JAYANAGAR, BANGALORE - 560069**

Tel: +91 44 4214 0933, Mob: +91 98847 17183

Terms and Conditions:

The position reports to Centre Manager

1. The period of probation will be 3 months from the date of joining. The period may be extended or reduced at the discretion of the Management depending upon your work and conduct.
2. If your performance and conduct during probation is not satisfactory, your services will be liable to termination without notice.
3. Your services will be considered as confirmed on completion of your probationary period unless communicated otherwise.
4. During the initial training period the employee will not be entitled for salary. Actual payment would start from the day the employee is on board.
5. During probation period the employee will not be entitled to take any leave until unless a prior permission is taken from the concerned Dept head.
6. You are expected to comply with the policies and procedures mentioned in the code of conduct of **BANK ZONE.**
7. CTC per month will be **** Rs15000/-**
8. Your salary will be subject to your performance. You have to deliver the assign target for the month failing with the salary will be paid on NPG (Non Performance Grade) basis which will be at discretion of your reporting manager.
9. Should you decide to resign from your services during your probation period you may do so by serving One Month notice period by submitting your resignation or one Month payment in lieu there of.

Please signify your acceptance of these terms and conditions by signing the enclosed duplicate and returning it to us within two days of this receipt of this mail. Could you sign and return the attached confidentiality undertaking.

Welcome to **BANK ZONE.**

With best Wishes.

I accept the terms of this letter

Authorized Signatory
Manager

13/02/2024

Madan M
+91 9242984544

Dear Madan M,

We are pleased to confirm our offer for the position of **Process Associate - Trainee** with "NSM Services Private Limited" (the "Company"). Your work location will be **Bangalore, India**. "NSM Services Private Limited" is a wholly owned subsidiary of Mr. Cooper Group Inc., headquartered in Dallas, Texas. Mr. Cooper Group Inc. is an industry-leading mortgage services provider, including servicing, originations, and digital real estate solutions.

Your compensation in this position will be **₹250,000/-** per annum excluding benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund) and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – Group Term Life (GTL), Group Personal Accident (GPA) and Group Mediclaim Coverage (GMC), Gratuity, etc. Details of the benefits are available in the offer annexure.

Other Terms and Conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasized that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.
4. Probation: You will be on probation for a period of 6 months from the date of your joining service. During this time, we will assess your progress and performance in the current role and it will be reviewed at the end of the probation period, post which if found satisfactory, your services will be confirmed in writing. Please note that unless your services are confirmed in writing, it would be presumed that you continue to be on probation.

The Employment Term and your employment hereunder may be terminated by either the Company or you at any time and for any reason; You shall be discharged from your duty provided, you give the Company advance written notice of any termination

Registered Office:

NSM Services Private Limited
Block 1A, 06th Floor, DLF IT SEZ Park,
1/124 Shivaji Gardens, Manapakkam,
Chennai - 600089, Tamil Nadu, India
Phone No. 044-4631 7127
CIN: U72200TN2015PTC101740
www.mrcooper.com, Secretary@mrcooper.com

Branch Office:

NSM Services Private Limited
Block No. 2, 3rd Floor, North Wing,
Bhartiya Centre of Information Technology,
Milestone Buildcon SEZ, Bhartiya City,
Thanisandra Main Road,
Bengaluru - 560064, Karnataka, India
Phone No. 044-7181 0901

of your employment and the notice period shall be triggered in the following manner:

- In case you desire to leave the service of the Company within 3 months from the date of commencement of your service, you are required to give 15 days' prior notice.
- In case you desire to leave the service of the Company after 3 months till successful completion of probation period, from the date of commencement of your service, you are required to give 30 days' prior notice.

The Company will reserve the right to terminate your appointment during probation period by giving 15 days/one months' notice or payment in lieu of notice as applicable.

In case you desire to leave the service of the Company at any time, you are required to give 15 / 30 days' prior notice as applicable. Your termination will be effective when the Company accepts the same and you shall have no further rights to any additional compensation or any other benefits from the Company or any of its affiliates.

5. Notwithstanding anything stated above, upon your confirmation, the Company will reserve the right to terminate your appointment at any time by giving 2 (two) month notice or payment in lieu of notice. In case you desire to leave the service of the company at any time, you are required to give 2 (two) month prior notice. Your resignation will be effective when the Company accepts the same. You shall not have the option to withdraw your resignation after it is accepted.

6. You are required to be compliant with the policies of "NSM Services Private Limited" at all times, which will be shared with you at the time of joining.

This offer is not intended to create a contract of employment for an indefinite period of time and is valid until **16/02/2024**. Your signature on the bottom of this letter serves as your written acceptance of the stated offer.

Your start date with us will be **19/02/2024** subject to successful completion of verification of your records, and completion of the background check. This background verification will be done by a third party and will be initiated upon offer acceptance. The Company reserves the right to invalidate offer/end your employment as the case maybe, should the results of your background verification be negative.

Please note that upon your unqualified acceptance of this letter of offer, you will be issued a formal employment/appointment letter, which shall contain the detailed terms and conditions of your employment with the Company, and which shall constitute the entire agreement between you and the Company and shall supersede all prior understandings, agreements or arrangements between you and the Company with regard to your employment with the Company.

Registered Office:

NSM Services Private Limited

Block 1A, 06th Floor, DLF IT SEZ Park,

1/124 Shivaji Gardens, Manapakkam,

Chennai - 600089, Tamil Nadu, India

Phone No. 044-4631 7127

CIN: U72200TN2015PTC101740

www.mrcooper.com, Secretary@mrcooper.com

Branch Office:

NSM Services Private Limited

Block No. 2, 3rd Floor, North Wing,

Bhartiya Centre of Information Technology,

Milestone Buildcon SEZ, Bhartiya City,

Thanisandra Main Road,

Bengaluru - 560064, Karnataka, India

Phone No. 044-7181 0901

At the time of reporting for duty, please furnish the documents:

- Proof of Age (Birth certificate / School leaving certificate)
- Academic certificates. (10th, +2, Graduation)
- Experience Certificate / Relieving Letter / Copy of resignation letter from your previous employments
- Form 16 / Tax Sheet from your previous employer
- Copy of PAN card and Passport/Aadhaar/voter's ID/Driving license
- PF Details, if you wish to transfer your PF
- Any merit / technical certificates and Passport size photographs – 4 Nos.

We believe you will make an excellent addition to the team and we are all excited to work with you. We are looking forward for you to start in this position on or before **19/02/2024**. I look forward to your decision soon. Please note that in the event that we do not receive your acceptance of this offer on or before **16/02/2024**, this offer shall be automatically be deemed as cancelled without notice and cease to be effective.

Sincerely,

For **NSM Services Private Limited**



Arati Mohanram
Vice President – People Org, India Center

I, **Madan M** accept the above offer and would be joining on or before **19/02/2024**.

Registered Office:

NSM Services Private Limited
Block 1A, 06th Floor, DLF IT SEZ Park,
1/124 Shivaji Gardens, Manapakkam,
Chennai - 600089, Tamil Nadu, India
Phone No. 044-4631 7127
CIN: U72200TN2015PTC101740
www.mrcooper.com, Secretary@mrcooper.com

Branch Office:

NSM Services Private Limited
Block No. 2, 3rd Floor, North Wing,
Bhartiya Centre of Information Technology,
Milestone Buildcon SEZ, Bhartiya City,
Thanisandra Main Road,
Bengaluru - 560064, Karnataka, India
Phone No. 044-7181 0901

Annexure - Salary Break Up

Name: **Madan M**

Designation: **Process Associate - Trainee**

Particulars	Compensation Per Month (In ₹)	Compensation Per Annum (In ₹)
Basic	₹10,496	₹125,950
HRA	₹5,248	₹62,975
Special Allowance	₹1,361	₹16,328
Gross Salary	₹17,105	₹205,254
PF Company's Contribution	₹1,423	₹17,073
ESI Company's Contribution	₹556	₹6,671
Fixed Compensation	₹19,083	₹229,000
Target Quarterly Performance Linked Incentive at 100%		₹21,000
Total Compensation (CTC)		₹250,000
Shift Allowance		As per table given below
Additional Benefits		Benefits Value
Medical Insurance		500,000
Group Term Life Insurance		4 Time of Fixed Compensation
Group Personal Accident Insurance		4 Times of Fixed Compensation
Gratuity		As per Payment of Gratuity Act, 1972 read along with Company policy

Registered Office:

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 Block 1A, 06th Floor, DLF IT SEZ Park,
 1/124 Shivaji Gardens, Manapakkam,
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 Bengaluru - 560064, Karnataka, India
 Phone No. 044-7181 0901



Intellipaat Campus Placement | Final Result | Inbox



Shalini KS 10/5/2023

to koushikv, sunilg, bc... ▾



Hello Team,

Greetings from **Intellipaat**,

We have completed the campus evaluation process for the Business Development Trainee role with the shortlisted students . We are thrilled to inform you that there are a total of 02 selections.

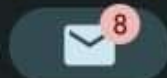
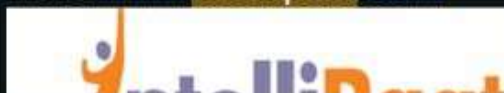
Mentioned below is the list of the selected candidates. Many congratulations to them on making the final cut through all the rounds of evaluation.

Lalith M R

TEJASHWINI R

We would like to thank you for the constant support extended to us throughout the process. Please confirm their offer acceptance and joining Date so that we can release the offer letter immediately.

Shalini KS
Talent Acquisition Associate
Contact No: 8048321954
Email ID: shalini.ks@intellipaat.com
Web: www.Intellipaat.com



Kusuma G Aradhya
House number 48, 5th cross, Magadi Road, Bengaluru 560023
Management Level - 13
Sublevel - 3

Job Profile - Order to Cash Operations New Associate
Job Family Group - Business Process Delivery
Business Deal - Non Contact Center

Dear **Kusuma**,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Bengaluru**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.



Your visit to Carelon From:

02/15/2024 To: 02/15/2024

Inbox



visitor 15 Feb

to me ▾



Dear KEERTHI BINDU,

We have confirmed your visit to our Carelon office located at BG01 BANGALORE from: 02/15/2024 To: 02/15/2024

Public Transit:

Parking:

Arrival: When you arrive, please check in at the guest registration kiosks in the lobby or with the Security Desk. You must present the QR code and a valid government-issued photo ID.

Privacy Notice: *The nature of our business is such that we regularly work with confidential and/or proprietary information, one example of which is the protected health information about our members. Because of the sensitive nature of the information in our possession, it is critical that you follow the guidelines below:*

1. *Visitors must be escorted at all times.*
2. *If you gain knowledge of confidential or proprietary information while visiting Carelon, you agree to hold such information confidential and not to act on such information except as expressly permitted by Carelon in writing and signed by an authorized Carelon associate.*
3. *If you fail to abide by these requirements, you may be subject to, among other recourses, permanent removal from Carelon premises.*



Request Mandatory Documents_Carelon

Inbox



S, VijayKumar 17 Feb
to ▾



Dear Candidate,

Congratulations, you have been identified for the Associate role as a process we v

PLEASE FILL BELOW DETAILS AND SHARE

Candidate Name(asper Aadhaar Card)	Email ID	Contact No	UAN Number	PAN Number	Aadhar Number	Date Of Birth	Gender	Fathers Name	Candidate Current Address	Cur

Please share the following mandatory documents

Sl. No.	Documents
Academic Records	
1	10th Certificates
2	12th Certificate / Diploma
3	Bachelor's Degree marks sheets & Provisional certificate
4	Master's Degree marks sheets & Provisional certificate
5	Any Other Certificates
Previous Employment (Last 2 Employers, if applicable)	
6	Appointment/Offer Letter (Only current employer)
7	Pay slip of Last 3 Months (including hike/incentive letter)
8	Relieving Letter / Experience Letter / Resignation Acceptance
Address Proof / Photo ID	
9	Pan Card (Mandatory)
10	Aadhar Card (Mandatory)
11	Passport (Not mandatory)
12	Rental Agreement –(in case above is not available)
13	Driving License –(in case above is not available)
14	Voters ID–(in case above is not available)
Other Documents	
15	1 passport size photographs soft copy
16	Cancelled cheque (Scan Copy)
17	Covid Double dose Vaccination Certificate - Mandatory
18	Offer In hand (If any)



Exeed Logistik India Private Limited

#30, Jayappa Layout, AECS A Block Main Road, Kudlu, Bangalore, India: 560068
CIN: U63030KA2023PTC170308
Tel.: 080 29500228 | Email: info@exeedlog.com | Website: www.exeedlog.com

11th November 2023

Chaitra N

#182, Girish Building,
02nd Mian Road, Behind Madeshwara Temple,
Ranganathapura, Kamashipalya,
Basaveshwaranagar,
Bangalore, Karnataka,
India: 560079.

Dear Chaitra,

This has reference to your application for employment and the subsequent interview you had with us, we are pleased to offer you the position of **Financial Operations Assistant** based on all the supporting documents and references submitted by you to the Company required for the purpose of assessing your candidature for this position. You will be positioned at **Bangalore** and will initially report to the CEO. Your Annual CTC will be **INR 2,52,888/- (Rupees Two Lacs Fifty-Two Thousand Eight Hundred and Eighty-Eight only)** per annum, the break-up of this CTC is mentioned in Appendix A to this offer.

You are requested to report at our **Bangalore Office** on or before **15th November 2023**. Please confirm your acceptance of this offer by signing a copy of this letter or by a reply mail. A detailed appointment order with salary breakup will be issued at the time of joining.

Please ensure you bring the specified documents (self-attested photocopies) on your joining date, as their submission is mandatory. Failure to provide these documents will result in your inability to join the organization.

1. Relieving letter or resignation letter duly accepted by the previous employer mentioning the last working day.
2. Date of birth proof & Address proof (Passport or your PAN card Xerox or HSC certificate or a ration card)
3. Education certificates: copy of your SSC to the Highest Qualification.
4. 2 copies of the PAN card.
5. 2 Passport size photographs.
6. 2 Professional references.

If any incorrect information is found, the offer may be canceled, and the candidate cannot claim any compensation. Alternatively, the company reserves the right to adjust the salary if cancellation is not preferred.

Failure to submit the specified documents on the joining day will result in a deferral of your joining date. If the candidate accepts the offer but does not join or leaves within six months, a penalty of 100% of the offered Monthly CTC is applicable. We look forward to a long and mutually rewarding association with you.

For Exeed Logistik India Private Limited

Manoj Panicker
Managing Director

Note: This offer letter stands void if not accepted within 02 days from the date of the letter.

Registered Address.: C2136, Assetz 63 Degree East, Chikkakanalli, Kodathi, Bangalore: 560035.



Exeed Logistik India Private Limited
#30, Jayappa Layout, AECS A Block Main Road, Kudlu, Bangalore, India: 560068
CIN: U63030KA2023PTC170308
Tel.: 080 29500228 | Email: info@exeedlog.com | Website: www.exeedlog.com

Appendix-A

I accept the aforesaid terms & conditions and this offer of employment. I shall keep the contents of this document confidential.

CTC - Annexure		
Chaitra N - Financial Operations Assistant		
Fixed Allowance	Monthly	Yearly
Basic	19,000	2,28,000
HRA	-	-
LTA	-	-
Other Allowance	144	1,728
Total Gross Salary	19,144	2,29,728
Provident Fund (Employer Contribution)	1,800	21,600
ESIC (Employer Contribution)	130	1,560
Gratuity Employer Contribution	-	-
Statutory Bonus	-	-
Employer Contribution	1,930	23,160
Total CTC	21,074	2,52,888
Variable Pay	-	-
Total CTC (Including Variable)	21,074	2,52,888
Provident Fund (Employee Contribution)	1,800	21,600
ESIC (Employee's Contribution)	130	1,560
Professional Tax	200	2,400
Total Deductions	2,130	25,560
Net In hand salary	17,014	2,04,168
<i>Note:</i> <ul style="list-style-type: none">• TDS Deduction will be as per Income Tax Act.• EPF will be deducted as per the applicability of Employees' Provident Funds & Miscellaneous Provisions Act, 1952		

I will join on Immediately

Name : Chaitra N

Signature : Chaitra N

Date : 13/11/2023

**Kishan Kumar N M,
S/O Muralidhar Rao,
#16, 4th Cross ,
Hegganahalli Cross .
Bangalore Karnataka - 560091**

Dear Kishan Kumar,

Subject: Offer Letter

A warm welcome to the Consero family.

We are pleased to engage you as a Trainee based on the various information and declaration you have submitted to us during your discussions with regard to your education, experience, and skill sets to associate with Consero. Subsequent to your application and the discussions that followed, we are very happy to offer you the position of **Management Trainee** at Consero.

Consero owes much of our success to the dedicated work of all our people, and therefore we strive to make our policies Trainee friendly. We hope your association with us will be challenging and rewarding.

We would like to share with you some Company practices and policies, to familiarize you with our organization.

You will be provided need-based access to our infrastructure and you are expected to carry out your assignments within our premises in our facility in India. If the task demands, you may be expected to visit our facilities in other locations/sites to carry out the assignments economically and efficiently for our benefit.

We would expect you not to accept without our written approval any assignments which may or may not be conflicting with our business interest and dilute the attention that this assignment required.

We append below the most important terms and conditions of your engagement with us. Once you are in agreement with this offer, you shall be required to sign an acceptance of this offer letter.

1. Training and Work-related terms and conditions

- a. You agree and undertake to devote your full time and attention to carrying out your training / work activities honestly, faithfully, and diligently keeping in mind at all times the Company's progress. We expect that you will not engage in or do any other business or render any professional service either on a full-time or part-time basis.
- b. The assignment of a role after the completion of the training period is subject to you completing the training evaluations and selection process.
- c. You undertake and agree to keep your work strictly confidential and not divulge or disclose to any outsider or ex-Trainee, either during your employment or after, any information or confidential matters related to the Company, its Trainees, or associates, which you became aware of during your employment with us. You undertake not to act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.



- d. As part of your duties and as may be required, you may have to travel outside of the Company's premises on terms prescribed by the Company.
- e. Pursuant to any business arrangement, including but not limited to, a sale of assets, merger, takeover, acquisition, or hive-off, the Company may also transfer you onto the rolls of another entity and you shall agree to such transfer.

2. Working Hours

Consero is a result-oriented company. You are expected to work for atleast 9 hours a day, inclusive of statute mandated breaks. Working hours specific to your role will be communicated by HR at the time of joining. We follow US daylight savings time changes between November to March, which may affect your working hours during these months. You may be required to work flexible hours depending on client and/or management requirements. We have a five-day work week but our office is open on all days.

3. Terms and conditions – During the Training Period

- a) You shall earn a Total Payout of **INR 15,000** Per month during your training period of 6 months. The break-up of the Total Payout is provided here below which is inclusive of all the statute-mandated contributions, bonuses and allowances:-

<i>Particulars</i>	<i>Monthly (in INR)</i>
<i>Stipend</i>	<i>13,847</i>
<i>Statutory Bonus</i>	<i>1,153</i>
<i>Total Payout</i>	<i>15,000</i>

- b) Your training period is for 6 months, where you would be designated as a Management Trainee. You will undergo training specific to the business requirements of Consero. Continuous assessment of training and performance will be carried out in this period. You are deemed to have successfully completed the training only if you have attended 6 months of training and have adhered to all the company policies and terms & conditions of this letter. Only on successful completion of the training period as mentioned above you would be eligible to receive the successful training completion certificate. If you fail any part of this continuous evaluation, your association with the company would be terminated with or without notice for two weeks on grounds of non-performance.
- c) After successful completion of the training period, you would be assessed on the basis of your overall performance during the training period and be re-designated as **Accounting Specialist L1**. A written communication for that effect will be issued to you.
- d) Leaves during training period:-
 - i. During the training period of 6 months, the trainees are discouraged from taking any leaves other than medical leaves or emergency leaves, subject to a maximum of 6 days. Every Sick leave must be for a genuine illness and the supporting documents/ medical reports need to be submitted to the HR Department.
 - ii. Ten National & Festival holidays every calendar year. A list of these would be announced every year.



Date: 21st November 2023

Ms. Preethi N

#591, 10th Cross,
Indira Nagar, Rajajinagar,
Bangalore-560010
Mb: 8904292336

Dear Madam,

Appointment to the Post of Office Assistant

We have pleasure in appointing you to the position of **Office Assistant** at ASC Independent PU College. Your date of appointment shall be effective from your date of joining ASC College, which shall be on **21st November 2023**.

Your appointment in ASC Independent PU College is on the following terms and conditions.

1. SALARY AND BENEFITS:

a. Gross Salary.

Your gross salary will be **Rs.15,000/-** per month (**Rupees Fifteen Thousand Only**)

b. Benefits and payments.

Benefits and /or allowances (if any) shall be applicable as per the rules of the institution. You shall be a participant to the Employees Provident Fund Scheme as per statutory norms. All payments under salary shall be subject to deduction of tax at source (TDS).

c. Leave.

Your Leave shall be admissible under the leave policy of the college in force from time to time.

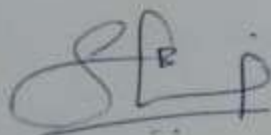
2. GENERAL TERMS AND CONDITIONS OF EMPLOYMENT:

a. Designation and Department

- Designation: **Office Assistant**
- Department: **Administration** – Reporting to Principal

b. You are appointed to work in our ASC Independent PU College, Bangalore. You may be required to travel for institution related works/training at the discretion of the management.

c. Minimum One year should be work.



Sri. Sachin Bharadwaj

Secretary

ASC Educational & Cultural Trust



PRIVATE AND CONFIDENTIAL

November 17, 2023

Ranjitha S

C-3 SPT ALL INDIA RADIO STAFF QUARTERS YELAHANKA NEW TOWN
Bangalore, 560064

Sub: Offer Letter for the post of Customer Service Representative I

Dear Ranjitha S,

With reference to your interview with us, we are pleased to offer the role of Customer Service Representative I, (referred to as Customer Service Representative I in our systems) with 0709 Invitrogen BioServices India Private Limited ('Company'). You will be based in Bangalore.

As per our career structure your job is positioned at Band 1 under the Track – Associate.

Your Appointment Letter will be issued at our office on the day of you joining our Company. We confirm your "Total Cost" per annum is INR ₹ 315964 (Rupees Three Lakh Fifteen Thousand Nine Hundred Sixty-Four) as detailed in enclosed Annexure - I. You will also be eligible for Bonus/ Incentive as per the plan applicable to you.

Please note as per the company policy, our annual performance assessment period is from January – December. Hence your performance will be assessed for January – December 2024 & you will be eligible for the merit increase cycle of April 2025.

The Company reserves its right to revoke this offer at any time, with or without notice, and with or without cause. Company reserves the right to carry out your background verification including but not limited to education, employment, and social security verification. Any discrepancies in the data provided by you during interview and at the time of joining, and the details received from background verification will result into immediate termination of employment at any given point of time.

As mutually agreed, your date of joining is on or before 11-December-2023.

On the date of joining you are requested to bring the following document along with you in order to complete the joining formalities:

1. Relieving letter in original from the previous employer / Resignation Acceptance from the previous employer.
2. Last drawn salary slip
3. 4 Photographs (on white background)
4. Photocopies of certificate showing date of birth, qualification, experience together with the original for verification
5. Copy of PAN card

6. Address proof which can be Passport Details / Ration Card /Voter ID Card / Lease Agreement etc
7. You are requested to send us your acceptance to this offer, by sending a duly signed copy of this offer letter. In case the acceptance is not received within 07 days, the offer will stand revoked.

At Band 1 the probation period is for six months from date of joining and the notice period during probation is for 1 month which can be enforced from either side.

We look forward to welcoming you to Thermo Fisher India and wish you all success in your new assignment with us.

Sincerely,
0709 Invitrogen BioServices India Private Limited

Authorised Signatory *Bosco Fernandes*
Bosco Fernandes (Nov 20, 2023 12:24 GMT+5.5)

Angelina Joseph
Angelina Joseph (Nov 20, 2023 1:00 GMT+5.5)

Accepted: 
(Nov 20, 2023 18:38 GMT+5.5)