

Concentrix Daksh Services India Private Limited DLF SEZ Building No.14, Tower-C, 17th Floor,

DLF Cyber City, DLF Phase-2,

Gurgaon-122002 Tel: +91-124-4635100 Fax +91-124-4263311

College/Institute Name:

Date: 02 - 02-2017

Subject: Expression of Interest - Campus

Dear Bhanushon, C.S.

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of < PRACTITIONER > provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from Concentrix Daksh Services India Private Limited (hereinatter, 'Concentrix', 'Company'). The detailed terms and conditions of employment will be contained in an ofter letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

- 1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
- 2. You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter, (ii) the Originals and 2 set of photocopies of the documents mentioned in Annexure 1 (Document Checklist).
- 3. This Expression of Interest shall remain valid for a period of 30 days from the date of your Final Examination. Considering the candidature beyond the 30 day period would be as per the requirement in the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.

d Signatory

Signature of Candidate

CNX/REC/ART/AGHR/E0/3.0



Concentrix Daksh Services India Private Limited

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Gurgaon-122002

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Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of

kindiy sign and re	eturn a copy of this letter as a to	ken of your acceptance of this Expression of	Interest.
Yours sincerely,	Mount		
Authorized Sigp	atory	0 1111 - 0 1111	
Name	· Vmun	SAIVA STIVA	
Date (dd/mm/yy)	· 02 02 2017		
Talent Transform	F D		

Talent Transformation Business Unit

Concentrix Daksh Services India Private Limited

Name of Candidate: Bhanyshon'. C.S Signature of Candidate:



EMPLOYMENT OFFER LETTER

Capgemini Ref: 1137592 /114605, 10/23/2017, Charanya R #79,8th cross,Malleshwaram,CA Road, Bangalore-560003,[[JOB_APPLICATION_CUSTOM74]],

[[JOB_APPLICATION_CUSTOM90]], Kamataka, India.

Confidential

Dear Charanya R.

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 10/25/2017 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Associate /A2
- B) You will be required to work at the Company's offices in location Bangalore
- C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 179100.0 /- (Rupees One Lakh Seventy Nine Thousand One Hundred only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

The breakup of your all-inclusive annual target compensation given in Exhibit 2

- D) The following elements are included in the compensation package stated above:
 - Provident Fund- You will be covered under the Capgemini Technology Services India Limited
 Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the
 statutory rate as may be defined by the government from time to time. Your contribution and the
 Company's contribution have been included as a part of the above-mentioned compensation.
 - Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years
 with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount
 towards gratuity accrual forms a part of the above-mentioned compensation.

Page 3 of 23

Charany. R



PRIVATE & CONFIDENTIAL

January 4, 2018

Chetan Datta Sd, Bangalore . Bangalore

Dear Chetan Sd.

Welcome to Mphasis!

It was a pleasure meeting you to explore a career opportunity with Mphasis BPO Division.

Based on our discussions, we are pleased to offer you the position of Tr Transctn Procng Off, in Band 5,Level 1 with our organization. The gross compensation will be INR 137017/- (One lake thirty-seven thousand seventeen rupees only) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. Customer centricity has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our outcome focus, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, empowering our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of experimentation so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the Mphasis way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Bangalore** office on **January 5**, **2018**. Please keep your recruiter informed, in case of advancement in the joining date

Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the undersigned.



ANNEXURE - 1

SALARY OFFER SHEET

Component	Monthly Gross	Annual Gross
Basic	3000	36000
House Rent Allowance	1500	18000
Conveyance Allowance	0	0
Leave Travel Allowance	NA	NA
Medical Reimbursement	1250	15000
Special Allowance	2355	28259
Ex-Gratia / Bonus¹	1000	12000
TOTAL FIXED CASH	9105	109259
Performance Incentive	1713	20553
Variable Pay ²	NA	NA
TARGET CASH COMPENSATION	10818	129812
Employee Provident Fund	360	4320
Mediclaim Insurance Premium	240	2885
TARGET COST TO COMPANY	11418	137017

Details of Incentive Plan:	
(1) Max Performance Incentive	The Company shall pay this incentive as per the performance incentive plan based on the employee's performance against set targets every month. You will be entitled to incentives only if you are employed in the Company for the entire month. Your supervisor shall share with you the performance incentive plan details at the time of your joining.

Note:

- 1 As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as " Ex- Gratia"
- Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.
- 3 Statutory deductions like ESI, Professional Tax and Income Tax (if any) will be deducted at Source and will be applicable as per stipulations.



Additional Benefits:

- You are covered under the Group Mediclaim Insurance for a sum insured of Rs 300000 p.a. This mandatory coverage also includes your spouse and 2 children As per the policy, you have an option to enroll your dependents (parents/parents-in-law) by paying additional premium.
- You are covered under Group Personal Accident Insurance for Rs 500000 p.a.
- Meal Card. You will be eligible to entall for a meal allowance of INP 2.2002 per month. This is a voluntary option and will be adjusted with your special allowance.
- As per the Maternity Benefit (Amendment) Act. 2017, women employees are eligible for Maternity Leave of 26 weeks. Adoption Leave and Paternity Leave are also applicable as the case may be Please refer to the Company Policy for more details.



HDB Financial services Limited Transe Building, 3° Floor, 25A, Naroyan Properties, Chandreals Farm Road, Chandivali, Andhers (E), Musthus 400 072 Tel: 022-28500009 FAX 022-28500000 CIN: U65092GI20079LC051028

ANNEXUREA

Remuneration Details.

Name	Darshan N Babu	
Date of Joining	13-Jul-2017	
Designation	Trainee - Classic on Phone	
Grade	Grade-T	
Emp, Code	91524	14
Branch	Bommanahally - 1048	

SALARY AND ALLOWANCES	Amount in Rupers per Annum
Basic	124740
Allowance	20784
Conveyance	0
HRA	62376
Medical Reimbursement	0
LTA	0
Total Salary and Allowances	207900
INSURANCE BENEFITS	
ESI (Employer's contribution)	9876
RETIRALS	
Provident Fund	14964
TOTAL CTC	232740

Note:

- Medical Reimbursement and LTA will be paid through monthly salary. However appropriate documentary supportings should be provided by December to consider as non-taxable components.
- Employee and Employer's contribution towards ESI will be 1.75 % & 4.75 % respectively of Total Salary and Allowance.
- Employees drawing Total Salary and Allowances of Rs. 21,001/- and above per month will be eligible for Group Mediclaim as per company policy.
- · Cirituity is as per "The Payment of Gratuity Act".



HDB Financial services Limited Transic Building, 2º Floor, 26A, Naseyan Pyoperties, Chandwall Farm Read, Chandwall, Andkeri (E), Mumbai - 400 072 Tel: 022-28569009 PAX: 022 - 28569600 CIN: U65893GI2007PLC051628

Mr. Darshan N Babu #10/11, F2, Lakelamp Apartment, SthMain, 6th Cross, I T I Layout, Balagangadhara Nagar, Mallathahalli, Bangalore, Karustaka

Date: July 25, 2017.

Mr. Darshan N Babu

This Letter of Undertaking forms part of the "Terms & Conditions" of your appointment letter, appointing you as Trainee-Classic on Phone. Your continuation in service is subject to your fallfilling the requirement set down in the paraherebelow.

> The appointment is subject to your providing us Mark sheet / Certificate in original, proving that you have successfully completed your Graduation on or before 30-Sep-2017 failing which this letter of appointment stands cancelled.

Please note that in case of non-compliance of above requirement, the Company reserves the right to terminate your services.

Please sign a copy of this Letter of Undertaking as a token of your acceptance of this requirement as per recruitment norms of the Company

Yours Sincerely,

For HDB Financial Services Ltd.

Hemant Revankar Authorized Signatory

AGREED AND ACCEPTED:

Mr. Darshan N Babu [Employee to sign].



HDB Financial services Limited Tinanic Building, 3rd Floor, 26A, Nacayan Properties, Chandivali Farm Road, Chandivali, Andheri (E), Mumbur - 400.072 Tel: 022-2856/009 FAX: 022-2856/600 CIN: U85993G/2007PLC051028

interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.

- Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- (u) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

Kindly note that you are required to join our organization within thirty days from the issue of this letter.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining.

- a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving Iscense, Voter ID, Passport)
- Doly signed duplicate copy of Appointment Letter
 Copy of Pan Card AND Audhaur Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Corporate Human Resources Department for necessary processing of your Salary.

Yours Sincerely, For HDB Financial Services Ltd.

Sherala Hemant Revankar Authorized Signatory

AGREED AND ACCEPTED:

Mr. Darshan N Babo



HDB Financial services Limited Transe Boilding, 3th Floor, 25A, Narryun Froperties, Chandwall Farm Read, Chandersk, Andhers (E), Mundiai – 600 072 Tel: 022-28509009 FAX: 022-28509000 CIN: U65907GU2007PLC051028

your employment with the Company

- Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- (j) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- (k) Nothing contained berein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- (1) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which maybe prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.
- (m) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- (n) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.
- (o) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
 - This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute urising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- (p) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or articipated breaches of the same.
- (q) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may reake such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the basiness in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- (r) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.



HDB Financial services Limited Transic Building, 2º Floor, 20A, Nazwan Propries, Chandivali Farm Road, Chandivali, Andheri (E), Mumbar - 400 072 Tel: 022-28569009 FAX: 022-28596000 CIN: U55995QJ2007PLC051028

Date: July 25, 2017

Mr. Darshan N Babu #10/11, F2, Lakelamp Apartment, SthMain, 6th Cross, I T I Layout, Balagangadhara Nagar, Mallathahalli, Bangalore, Karnataka

Dear Mr. Darahan N Rahn

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited is pleased to appoint you as Trainee - Classic on Phone on the terms and conditions as set out below.

Your total Salary per annum is set out attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income-tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions

- (a) You will be on probation for a period of 6 (six) months from the date of your employment. Subject to satisfactory performance during probation, your employment will be confirmed in writing. The Company shall have the absolute right to terminate your employment during the probation period by giving you 15 (fifteen) days' notice or salary in lieu thereof if your conduct, attendance, progress or performance is found to be unsatisfactory or for any other reason as the Company may in its sole discretion deen fit. If you wish to leave the employment with this Company during your probation period or post confirmation, you will mandatorily have to serve a minimum notice period of 1 (one) months' salary in lieu of such notice period.
- (b) Your appointment will be subject to the Company receiving satisfactory references and Contact Point verifications. You are required to furnish the name(s) of the references, who have supervised you in a professional capacity at some stage in your academic / professional career as may be required by the Company
- (c) Your duties and responsibilities will be explained to you on your joining the Company
- (d) Your initial place of posting will be at Bangalore. You are initially assigned to our branch at Bornmanahally -1048. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other department, office / branch, subsidiary or associate of the Company for to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigences of work.
- (e) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any fitm, company or person without the prior written consent of the Company.
- (f) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be arrended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.
- (g) You will be responsible for the safe keeping and return in good condition and order, of any properties and/or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and/or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- (h) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company(including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of



LETTER OF INTENT

Date: December 20, 2018

Ms. Gayathri G Bangalore - India Email Id: gunasekargayathri@gmail.com

Dear Gayathri,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the Role of "Client Associate"

The location of your initial reporting and training will be Bangalore, India. The date of your joining would be **January 7**, **2019**. Your Total Gross Salary has been detailed in the Annexure to this letter. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Resource Pro. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies. The location of posting would be communicated to you upon successful completion of training. The duration of the classroom training and the location of posting will be purely based on business requirements. The Company will solely reserve the right to make any further changes to the date of joining.

Your employment will be governed by the rules, regulations and policies of the Company and subject to the clearance of reference checks by the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

We request you to please reply to this mail and also carry a signed copy of the offer letter on the day of your joining as a token of your acceptance.

Welcome to ReSource Pro. We wish you a long, rewarding and fulfilling career and look forward to you joining us.

Yours sincerely,

Chandini Davies Director - Talent



Encl.: Annexure to the offer (as applicable to you).

I have read, understood and agree to the terms and conditions as set forth in this offer letter and the annexure to the same.

Your name in capital letters

Your signature

Date: ______
Location: ______

ANNEXURE TO YOUR OFFER OF EMPLOYMENT

Welcome to ReSource Pro!

Presented here are the details that refer to our offer of employment.

01. Training Period:

The training program will consist of classroom training and on-the-job training in India or Overseas. The duration of the classroom training shall be purely based on business requirements. Your confirmation will be based on your positive contribution to the Company's objectives. Based on business requirements, period of training can be extended for a further period of six months or part thereof. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training. Employees who are selected or required to travel overseas for undergoing the training will be governed by an Overseas Travel Training Agreement.

02. Probationary Period and Confirmation as a Permanent Employee:

You will be on probation for a period of 6 months after completion of your regular training and allocation to the Unit. Please note all confirmations in the Company can take place only on the 1^{st} day of the month succeeding completion of the probation period.

Your confirmation as a permanent employee is subject to the terms and conditions included in the Confirmation Policy of the Company.



03. Earned Leave:

There would be only one type of leave, which is earned Leave according to the company's leave policy. The leave eligibility shall begin in the respective quarter of your joining the Company. For example, if an employee joins the Company in quarter three of the financial year 2017 - 2017, his / her leave eligibility would start in quarter three of the financial year 2017 - 2018. For the purpose of leave credit quarter three of the financial year 2017 - 2018 will be considered as the first quarter. Please note that leave shall be credited on a pro-rated basis in the first quarter of the employee's employment.

04. Increments and Promotions:

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. This salary will be effective from your date of joining succeeding completion of training and allocation to the Unit.

05. Notice Period:

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your employment can be terminated by the Company with one month notice or salary thereof. On confirmation as a regular employee, you will be required to serve 2 months' notice or salary thereof in case you decide to leave our services. In the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the 2 months' notice period. Similarly, the Company can terminate your services by giving you 2 months' notice or salary thereof. The Company may terminate your services immediately on disciplinary grounds.

06. Agreement:

Our offer to you is subject to the execution of the necessary Service Agreement. You will be required to complete the formalities on the Service Agreement at the time of joining. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with Resource Pro from the date of your joining. Please note, non-execution of the notarized Service Agreement at the time of your joining the Company may result in denial to join in the services of the Company.

07. Background Checks:

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment. When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the company



may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

In addition, you are required to mandatorily furnish a copy of your passport on the date of joining.

08. Confidentiality

You will not, at any time, during the employment or after, without the consent of Resource Pro disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

09. Retirement

The retirement age is 60 years. You will retire from the employment of the Company at the end of the month in which you attain 60 years of age.

10. Other Terms & Conditions:

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization or entity engaged in any form of business activity without the consent of Resource Pro. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company. You will be required to claim all business related expenses and settle all dues as per Company policies.

You will produce originals of all marks sheets and other relevant documents as demanded by the Company on the day of joining. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

In Resource Pro, there are policies that are linked to performance management, career growth and annual compensation review of an employee, these policies will be applicable to you. You will be governed by the rules, regulations and policies of the Company as applicable to you. All the benefits are as per the Company's policies, which are subject to change from time to time. This offer is also conditional upon the execution of the "Non-Compete & Non-Disclosure Agreement".

Welcome to the Resource Pro family.

Yours sincerely,

Chandini Davies Director - Talent



Date: December 20, 2018

Annexure I COMPENSATION DETAILS (All figures in INR)

Name: Gayathri G

Designation: Client Associate

Salary Break-Up	Monthly	Annual
Basic	12,917	155,000
HRA	6,458	77500
Transport Allowance	4,038	48,460
Gross Salary (A)	23,413	280,960
Retiral Benefits		
PF - Company Contribution	1,800	21,600
Gratuity	620	7,440
Total of Retiral Benefits (B)	2,420	29,040
Total of (A) + (B)	25,833	310,000
Company's contribution towards benefits		
Premium paid for Insurance coverage (Medical,Accident,Life)	708	8,500
Total of Company's contribution towards benefits	708	8,500
Total Cost to the Company	26,542	318,500

Chandini Davies Director - Talent INFOSYS BPO LIMITED

Regd. Office: Plot Nos. 26/3, 26/4 and 26/6, Hosur Road Electronics City, Bangalore 560 100, India Tel: 91 80 2852 2405 Fax: 91 80 2852 2411 Corporate Identity Number: U72200KA2002PLC030310 Website: www.infosysbpo.com



Letter of Interest

HEMANTH.N

Greetings from Infosys BPO!

We refer to your application for employment and the subsequent interview process you had with Infosys BPO Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

- A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
- A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
- The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
- Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
- Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPO.

For any further clarifications, please do reach out to us at boo campusteam@infosys.com.

Yours sincerely,

080-4103 2362

For Infosys BPO Ltd.

Issued By:

Acknowledgement of receipt:

Longayet "

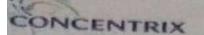
Raghavendra K /P & Head -HR

Signature Issuer's Name: Issuer's Emp. No.:

MUMTAZ

HEMANTHIN. Name: 08 | Feb | 2017 Date: BANGALORE

Location



Communities Daked Services India Private Limited (U.F. 1022 Dubbing No. 14. Towns C., 17th Floor. DLF Cytus Cits. DLF Prince E. Gurpons 122001

Tel: +31-124-805100 Fee: +31-124-805100

BANGALORE

TKMID: 37765

Date: 62-62-2013

Subject: Expression of Interest - Campus

Duar Komala-K

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of < PRECTITIONER > provided you successfully complete your graduation and fulfill other requirements. This letter is intended only as an overview of the potential offer from Concentrix Dakish Services India Private Limited (hereinafter, Concentrix? Company). The detailed terms and conditions of employment will be contained in an offer letter (if any), which may be issued by the Company and may contain additional provisions to those herein.

- 1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
- You will be required to bring the following documents at the time of joining: (i) the Original copy of this letter: (ii) the Originals and 2 set of photocopies of the documents mentioned in Annexure 1 (Document Checklist).
- This Expression of Interest shall remain valid for a period of 30 days from the date of your Final
 Examination. Considering the candidature beyond the 30 day period would be as per the requirement in
 the organization.

On submission of the above-mentioned documents, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining. If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice. We encourage you to contact us at campusplacements@concentrix.com at least a week prior to your coming to our office.

Signature of Authorized Signatory

Signature of Candidate

CNX/RECIARTIAGHR/ECV3.0

Concentrix Daksh Services India Private Limited



The only Global Services company backed by its own university.

We specialize in:

· Finance & Accounting

Healthcare

Logistics

* Engineering

. Media

· Legal

Date: 30-Nov-17

Likith B # 132,2nd Stage, Athmiya Geleyara Balara Layout, Mahalakshmipuram, Bangalore - 560086

Sub: Appointment Letter

Dear Likith,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of AR Caller Trainee - Medical Billing with effect from 30-Nov-17 in our organization based in Bangalore, on the following terms and conditions:

Your Cost to Company will be Rs 150000/- per annum (One lakh Fifty Thousand Rupees) and a detailed salary break up is as per the Annexure - A

Please go through the HR Policies of the Company governing your employment. Other terms and conditions relating to your appointment are enclosed herein.

If the above terms and conditions are acceptable to you, we request you to sign and return to us the duplicate copy of this letter as a token of acceptance. We look forward to a long and mutually beneficial relationship with you.

Yours faithfully,

For Vee Technologies Private Limited

Sangoetha Raj B

Manager- Human Resources

Declaration

I have carefully read and understood the above Offer including the attached terms and conditions and accept the same. I agree to be bound by rules and regulations of the Company as amended from time-to-time.

Likith B Q &

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: +91 80 2226 6677

Salem: 4/14, Reddipatty Road, Mamangam, Salem - 636 302, Tel: +91 427 2341 064

Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thoraipakkam - 600 097, Tel:+91 044 2433 1235

USA: New York, 90 Park Avenue Suite 1700, New York, NY 10016, Tel:646 837 0837



High performance. Delivered.

11-Aug-2017

pallavi Shivalingaiah C2958904 #5 21st main pipeline C cross JC Nagar kurubarahalli Bangalore 560086560086

Dear pallavi,

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' or 'Accenture'), in our Accenture Operations Delivery Centers in India, **Bengaluru**. This letter will officially confirm your annual total earning potential and terms of your employment.

Role- Business Operations New Associate
Career Level- 13
Sublevel-3
Talent Segment-Program, Project & Service Mgmt
Business Deal-Non Contact Center

Your annual total cash compensation will be **INR 171310** and will be structured as per the attached Annexure 1 'Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

-Annual fixed compensation of **INR 148000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY17 (September 2016 to August 2017) Individual Performance Bonus (IPB) Programme. The IPB is linked to your performance achievement and Company's performance. The IPB payouts can range from **0%** to **15.75%** of the eligible earning in FY17. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said financial year. More details on the IPB programme will be communicated to you after joining. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the IPB programme guidelines.

On joining you may undergo a training program in our Accenture Operations Delivery Centers in India 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 Accenture are contingent upon you successfully completing the training program as per the satisfaction of Accenture. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

January 2017 1 Candidate's Signature ______

Reference Id: 9295157e-d5dc-45b2-8917-099a38eb2f73_2 Signed By: Ramesh Lakshmanan Krishnan In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with Accenture will be governed by the attached Annexure 2 ' Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 ' Documentation.

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 Accenture 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, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

Additionally, on the date of joining the Company, you would be required to sign and agree to the terms and conditions of a Service Agreement. As per the terms of the Service Agreement, in the event you choose to leave the Company, before the completion of **9 months** from the date of joining the Company, the Service Agreement amount of **INR 30,000**/- will be construed as debt due and payable by you to the Company. You will not be liable to make any payment of the aforementioned amount to Accenture under the Service Agreement if the termination of your employment is as a result of:

- a) Your redundancy; or
- b) Your dismissal for any other reason (other than in circumstances where Accenture is entitled to and does dismiss you for misconduct, absenteeism or any material breach of your contract of employment or of Accenture policies); or
- c) Your resignation on the basis that you are no longer able to work because of long term ill-health or disability (upon submission of relevant document of proof).

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

pallavi, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **Priyanka.b.dutta** at **9945216478** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us. Yours sincerely,

Ramesh K

Date:

Lead 'Accenture Operations Delivery Centers in India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Candidate's signature

January 2017

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 148000	
	Min.	Max.
(B) Variable Bonus earning potential	0%	15.75%
	Min.	Max.
Annual Total earning potential (A+B)	INR 148000	INR 171310

^{*} Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

' As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

- 1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to **INR 300,000 per annum.** Premium for this will be paid by the company.
 - You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate Insurance plan up to **INR 500,000 per annum.** The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
 - For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under:
- 10% of such claims for self, spouse and 2 dependent children
- · 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
- 2. Personal Accident coverage up to three times your annual fixed compensation
- 3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of INR 5,00,000
- 4. Gratuity as per The Payment of Gratuity Act, 1972

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above mentioned benefits.

^{*}As defined by applicable law from time to time.

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-'-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company. I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:		
[Insert full legal name]		
Date:		

ANNEXURE 4

REQUIRED DOCUMENTATION

- 1. Two passport size copies of your recent photograph
- 2. Copy of highest education certificates
- 3. Copy of any mark sheets (Last semester mandatory)
- 4. Relieving Letters from previous employer
- 5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
- 6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
- 7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.



HDB Financial services Limited
Titanic Building, 3rd Floor,
26A, Narayan Properties,
Chandivali Farm Road, Chandivali,
Andheri (E), Mumbai – 400 072
Tel: 022-28569009
FAX: 022 – 28569600
CIN: U65993GJ2007PLC051028

Ms.Pooja L #29, 30 2nd Floor, 11th Cross New Outer Ring Road Service Road, Malagala, Bangalore, Karnakata Date: July 25, 2017.

Ms.Pooja L,

This Letter of Undertaking forms part of the "Terms & Conditions" of your appointment letter, appointing you as **Trainee** - **Classic on Phone.** Your continuation in service is subject to your fulfilling the requirement set down in the paraherebelow.

The appointment is subject to your providing us Mark sheet / Certificate in original, proving that you have successfully completed your Graduation on or before 30-Sep-2017 failing which this letter of appointment stands cancelled.

Please note that in case of non-compliance of above requirement, the Company reserves the right to terminate your services.

Please sign a copy of this Letter of Undertaking as a token of your acceptance of this requirement as per recruitment norms of the Company

Yours Sincerely,

For HDB Financial Services Ltd.

theraker

Hemant Revankar Authorized Signatory

AGREED AND ACCEPTED:

Ms.Pooja L
[Employee to sign].





BIL-BLR/HR/OF/4603

13th Sep 2017

Ms. Prathibha K #24, 3rd Cross, 8th Main Road, Near Ganesha Temple, Mahalaxmi Layout, Nandini Layout, Bangalore - 560096

Dear Prathibha,

Consequent to your application and the subsequent discussions you had with us, we are pleased to select you for the position of **Process Executive** in our company on gross Salary of **Rs.1,92,000P.A** (Rupees One Lakh and Ninety Two Thousand Only per annum).

The starting date of your employment will be 14th Sep 2017. You will be working at our Client side **DXC Technology** at **Bangalore** location. You will be on probation for a period of 6 months from the date of your appointment.

This Contract of employment is terminable by either party giving one month (30 Days) of Notice Period. Either party is not bound to give any reason thereof. The Company reserves the right to pay or recover salary in lieu of Notice Period.

Please submit attested copies of the following documents to our Bangalore office before joining the duty.

- 1. Copies of all educational certificates from 10th Standard onwards along with originals for verification.
- 2. Copies of all experience letters justifying past employment and relieving letter from last employer.
- 3. Proof of last salary drawn and IT computation sheet from previous employer.
- 4. Form 16 for the last financial year.
- 5. Copy of your passport and PAN card.
- 6. Eight passport size photographs with light background.
- 7. Fitness certificate from a registered medical practitioner.

On joining and submission of documents your detailed appointment letter will be given to you.

Kindly sign and return the duplicate copy of this letter in token of your acceptance of the aforesaid offer.

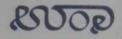
Looking forward to a long association with you,

For BHILWARA INFOTECHNOLOGY LTD.

Indramohan Nair

Chief Executive

GSTIN: 29CURPM8440B1Z9



Mob.: 8105605808 7090454687

URA INDUSTRIES

Manufacturers of: Precision Auto Turned Components.

No. 2709/2261, Munibyrappa Building, Near Murali Dose Corner, Sunkadakatte, Bengaluru - 560 091.

Ref. :



Date: 23.01.2021

Subject: Salary Certificate

This is to certify that MrhRamesh.V Resident At #24, 9th Cross Maruthi Nagar, Mahadeshwara Nagar road, Herohalli Cross, Bangalore – 560091, Working With us as <u>Account Assistant</u> in our <u>Accounts Department</u>
From Past Three Years and two Months At our Bangalore Office, His Annual C.T.C is Rs. 2,40,000/-p.a.

We hereby confirm that all the above details and photographs are as per our records. This letter is issued to him on his Request and we don't accept any liability on behalf of this letter.

Thank You.

Madhu sudhan.

URA INDUSTRIES

FOR URA INDUSTRIES

E-tech

EDUCATION on TECHNOLOGY

Date: 01/12/2018

To whom so ever it may concern

This is to certify that Mr. Sachin is working in our firm as marketing executive form march 2018 with entire satisfaction. During his working period we found him a sincere, honest, hardworking dedicated to work and very good job knowledge. We have no objection to allow him in any better position and have no liabilities in our company. He is drawing net salary of Rs. 18,000/- (Eighteen Thousand only) per month. Additional Rs.2,000/- (Two Thousand only) per month is been paid as conveyance.

For E tech

B. Staranda

(B.Shivananda) Manager





COMPENSATION DETAILS

Salary Breakup for Ms.M.Samskruthi:

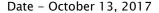
Particulars	Current Structure (In Rupees)
Basic Salary	7,000
HRA	3,200
Conveyance Allowance	1,123
Monthly Gross Salary	11,323
Annual Gross Salary	1,35,876
Provident Fund contribution	10,080
	4,044
Gratuity** TOTAL ANNUAL PACKAGE	1,50,000

Payable after completion of one year of service.

** Gratuity: Gratuity is computed at the rate of 15 days of basic salary for every completed year of service and is payable as per the eligible criteria, subject to the provisions of the payment of Gratuity Act.

For EffOne Technologies (P) Ltd.,

Director





IBM India Private Limited Manyata Embassy Business Park, G2 Block,

Nagwara Outer Ring Road, Bangalore - 560045, India.

Tel: 91-80-49139999

http://www-

07.ibm.com/in/careers/

Dear Sathyanarayana G,

We are delighted to invite you to join IBM as a Practitioner – Finance & Administration Delivery, in band [3]. You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.

At IBM, you will be a part of a diverse team where you will meet and work with new people from different cultures to tackle challenges from a fresh perspective. IBM gives you the ability to be yourself and freely express your ideas with colleagues from around the world. The sky is the limit to what you can do.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries –bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.





Date - October 13, 2017

IBM India Private Limited Manyata Embassy Business Park, G2 Block,

Nagwara Outer Ring Road, Bangalore - 560045, India. Tel: 91-80-49139999

http://www-

07.ibm.com/in/careers/

Dear Sathyanarayana G,

We are pleased to offer you the position of Practitioner – Finance & Administration Delivery, in band [3] on a temporary contractual basis, for a fixed period of 18 months starting from the actual date of joining at IBM India Pvt Ltd(IBM or Company). Your anticipated joining date is October 17, 2017. The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals and 2 sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation
- Passport and Pan card- If you do not have a Passport or Pan card you need to bring one of the following IDs.
 - O Voter ID card
 - O Driving Licence
 - O Aadhar Card
 - O Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of your contract of employment are as follows:



- It is clearly understood and agreed that your appointment is purely temporary, for the duration stated in the offer letter. On the expiry of this period, the contract between you and IBM will cease automatically. IBM is not required to give you any notice or notice pay, retrenchment or other compensation.
- You will have no right or lien on the job or position to which you are temporarily appointed or any other job or position in IBM. This assignment does not imply any commitment by IBM to regular employment.
- You will be entitled to consolidated lump sum remuneration of INR 15342/- per month and to no other amounts or prerequisites, etc. whatsoever except statutory benefits as applicable. You will not be covered or entitled to any of IBM's benefit plans. Your remuneration is strictly between yourself and IBM and all related information should be treated as personal and confidential.
- Your initial posting will be at BANGALORE. However, your services are transferable and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- The company operates 24 hours, 7 days in a week. You will be expected to attend office as assigned by your superiors. You will be entitled to 22 days of privilege leave and 12 days of sick leave over a one year term of contract or pro-rata thereof if your contract is for less than one year. Leave which has not been applied for and availed during the term/period of the contract will lapse and cannot be carried forward under any circumstances.
- You or IBM may terminate your appointment and service at any time by giving 30 days written notice or one month's remuneration in lieu thereof. However, IBM reserves the right to accept a resignation on any date prior to the expiry of the notice period. Once the Company has accepted your resignation, you shall not be entitled to withdraw the same.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - O You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs.
 You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.



- Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.

 You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your service without notice or compensation.
- It is your responsibility to notify the Company of any changes in your personal data within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your onboarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com. To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.



IBM CONFIDENTIAL ANNEXURE A

DATE	October 13, 2017		
NAME	Sathyanarayana G	BAND	3
DESIGNATION	Practitioner - Finance & Administration Delivery	LOCATION	BANGALORE

COMPENSATION COMPONENTS (Per Month)	IBM Offer (in INR)
1. Basic	6613
2. Flexible Benefit Plan (FBP)	7936
Reference Salary	
3. Retirals	
a) Provident Fund(PF)	794
4. Monthly Remuneration	15342

PF@ 12% of BASIC will be deducted Above compensation amount is Per Month basis

OTHER BENEFITS:

- Group Term Life Insurance Coverage
- Group Personal Accident Plan

OTHER COMMITMENTS / CONDITIONS :

IBM India is required to make contributions to the Provident Fund ("statutory benefits"), India's social security scheme. In addition, IBM is required to deduct an 'employee's contribution' and remit this into the Fund. A part of the Employer contributions are made into a "Pension Scheme". Withdrawal from the Fund or the Pension Scheme is subject to Government of India rules, and may depend on your country of citizenship and your age. In certain cases you may not be able to get back the contributions towards pension as part of the PF. In addition, India has signed Social Security Agreements with certain countries, and special provisions apply with regard to Provident Fund and Pension contributions and withdrawals for nationals of such countries. You may also be required to maintain an active bank account in India until the time you are eligible to receive these funds (currently 58 years, but this may vary depending on your country of citizenship), so that these funds may be remitted to you. This will be subject to applicable rules, including rules of the Reserve Bank of India. IBM India will make reasonable efforts to assist you in withdrawal of your contributions (including contributions made on your behalf). However, withdrawal is subject to Government of India rules. Please contact your IBM recruiter for additional information on the PF rules. Your acceptance of this offer will be construed as an acknowledgement of your understanding and acceptance of these terms.



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Sincerely,



Rohit K Vohra Recruitment Leader India/SA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE
PRINTED NAME
DATE OF JOINING
DATE
VERIFIED BY (FOR OFFICE USE ONLY – TO BE UPDATED BY ON BOARDING SPECIALIST)
SIGNATURE
PRINTED NAME
DATE



IBM CONFIDENTIAL

Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	This is valued at 120% of your Basic Salary. The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per Income tax rules.
(b) Medical	INR 15,000/- per annum. To be used for medical expenses.
(c) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(d) Conveyance Allowance	Maximum INR 1600/- per month. To be used for vehicle expenses.
(e) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Monthly Remuneration	Basic Salary + FBP + Retirals

^{*}For detailed information please refer to Company policies, which are subject to change from time to time.



IBM CONFIDENTIAL Other Benefits- Additional Information*

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

- * For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.
- * IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate any benefit or other plan, program, practice or policy of IBM at any time. IBM does not have any obligation to, and nothing contained in these documents shall be construed as creating an express or implied obligation or promise on the part of IBM to, maintain, continue to offer, or make available such plans, programs, practices or policies.

IN 09 111699BR 2138986



IBM CONFIDENTIAL

ANNEXURE B - NON DISCLOSURE AGREEMENT Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : Date Of Hire : / /	ate Of Hire : / / /
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In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job.

or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

- 3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.
- 4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.
- 5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a



controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.

I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any.IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

- 6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.
- 7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree



to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

- 9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.
- 10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.
- 11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.
- 12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.
- 13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date

Updated December 2015



Robert Bosch Engineering and Business Solutions Private Limited, 123 Industrial Layout, Hosur Road, Koramangala, Bangalore - 560 095, India. Tel: +91 080 6657 5757 Fax: +91 080 6657 1404 CIN: U72400KA1997PTC023164

www.bosch-india-software.com

* Personal & Confidential *

Ms. Sowjanya D Bangalore

Our Reference: RBEI/BSE/HRL-BP4/131 Date: 12.07.2017

Dear Ms. Sowjanya D,

This has reference to your application dated 18.05.2017 and the subsequent interviews you had with us, we are pleased to appoint you on a contractual assignment as "Member-Technical Services" in functional area "CF/GSA-IN" at RBEI's Bangalore Location on following terms and conditions.

1. Contract Duration

The contractual assignment will be for a period of 1 Year from 24.07.2017 and would come to an end on 23.07.2018. After the said 1 Year the contract would automatically come to an end and you shall cease to have any relationship with the company unless there is any extension in writing. After this period the contract may be reviewed for a further extension at the sole discretion of the management.

2. Contractual Fee

During the above assignment, your will be paid a sum of Rs.12,500/-(Rupees Twelve Thousand and Five Hundred Only) per month, subject to statutory deductions and income tax as applicable. More details of your emoluments are available in the annexure 1.

3. Leave Benefits

You will be entitled the leave benefits subject to terms and conditions as per the prevailing leave policy.

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4. Integrity

You are expected to comply with the relevant policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your engagement with BOSCH. You are required to read and agree the code of conduct as listed in the annexure

5. Non-divulgence of Trade Secrets, etc.

a) Confidentiality: You shall observe confidentiality in respect of all confidential information received orally, in writing or otherwise by the company including from its customers, suppliers, service providers etc. Confidential information shall include any such information which if disclosed shall cause harm to the business of the company. You shall use confidential information only for the purpose of discharging your duties and functions in relation to the company's business.

You shall not divulge, disclose or impart to any person / organization. contractors who are not required to receive such information for discharging their duties, any trade secret, confidential data, proprietary information received from customers or any information concerning the business / finances for the Company or any dealings, transactions of affairs of the Company which come to your knowledge during or in the course of your engagement. You shall also maintain confidentiality of the information as described herein after you cease to be in engagement.

b) You are restricted not to copy or remove any confidential / proprietary information of the company or received from customers outside the company premises without prior permission from the Department Head.

Disclosure of confidential information at any point of time shall make you liable to damages to the extent of loss caused.

6. Condition of Hire

The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of assignment with the company.

In the event of breach of any of the conditions stipulated in this appointment letter, you shall be liable for legal consequences which shall not being exhaustive include termination of the agreement. No notice shall be required if there is breach of clause No 5 in this appointment order and clause no 8-12 in annexure 3.

7. Transferability

Initially you will be posted at our *Bangalore* location, however you may be transferred to provide your services to any of our establishments of Bosch depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies.

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8. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us.

9. Termination

Your contract will be subject to termination by one calendar month's notice on either side. When payment in lieu of notice is offered by the management or the contractor, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc. The management shall have the right to reject payment in lieu of notice period and insist upon the contractor serving the notice period.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

10. Medical fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the Annexure II appended to this letter.

11. Personal information

This contractual offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to terminate the contract at any time without notice or salary in lieu of notice period.

Background check & references

We would be conducting a background and reference check on your previous employment details. Your engagement with us is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your previous employment, education and work history.

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13. Acceptance and Commencement:

George Cherian Senior General Manager

You are required to join at the below mentioned address, with the documents listed in **Annexure II**.

Robert Bosch Engineering and Business Solutions Pvt Limited, #123, Industrial Layout, Hosur Road, Koramangala, Bangalore - 560 095, India.

Please contact HR Helpdesk at Room G18, Building No. 901 Ground Floor.

Avijit Mukherjee

Deputy Manager

Please contact Mr. Avijit Mukherjee at Avijit.Mukherjee@in.bosch.com or 9902087759 (between 9.00 am to 6.00 pm Monday to Friday), for any queries prior to your joining,

Please sign and return the duplicate of this letter as a token of your acceptance of the above terms and conditions.

Robert Bosch Engineering and Business Solutions Private Limited

(Human Resources)

I agreed and accepted the above terms and conditions and confirm that I will join on

Name

Signature

Date



Annexure I

	Personal and Confide	ntial	
			July 12, 2017
	Compensation and Benef	its Plan	
Name:	Ms. Sowjanya D		
Qualification:	B.Com		
Designation:	Member Technical Services		
Department	CF/GSA-IN		
Date of Joining:	24-Jul-17		
Location:	Bangalore		
	Components	Per Month	Per Annum
		Rs.	Rs.
Cash Components			
Basic Salary		3461	41532
HRA		1731	20766
Person Pay		4345	52142
Conveyance		2000	24000
Gross Salary		11537	138440
Retirals / Statutory	Contribution		
Company contribution Provident Fund (12% of Basic Salary)		415	4984
ESIC (4.75% fixed components)		548	6576
Total Retirals / Sta	tutory Contribution	963	11560
Total Cost to Comp	pany	12500	150000
		1	

George Cherian Senior General Manager (Human Resources) Avijit Mukherjee Deputy Manager (Human Resources)

^{*} The aforementioned perquisites are subject to alteration and amendment.

Northern Operating Services Pvt. Ltd. 2nd Floor, RMZ Ecospace, Campus I C Sarjapur Outer Ring Road Bellandur Village, Varthur Hobli Bangalore - 560 103 India +91 (80) 4017 8500 CIN - U72300KA2005PTC048089



19 Jul 2017

Vikas M R 2nd Cross, Nagappa Block Srirampura Bangalore

Dear Vikas.

We are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as Analyst in our Entitlements Department within the Enterprise Enablement Business Unit. Your official title at Northern will be Non-Officer. Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. Brief details of your employment terms are outlined below.

Salary

Your Annual Fixed Pay will be INR 228,389 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure 1

Probation

The first six months of your employment will be probationary and you should refer to the attached Statement of Terms of Employment for details.

Benefits

Subject to Northern policies, you will be eligible to the following discretionary benefits, which may be varied or removed by Northern at any time:

- Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- Private Health Insurance cover for self and dependants;
- Personal Accident Insurance that is provided for all employees of Northern; and
- Group Term Life Insurance that is provided for all employees of Northern.

Retirals

You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements, provided you are not terminated by Northern for cause.

Working Hours & Leave

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'NOS Partner Handbook'.

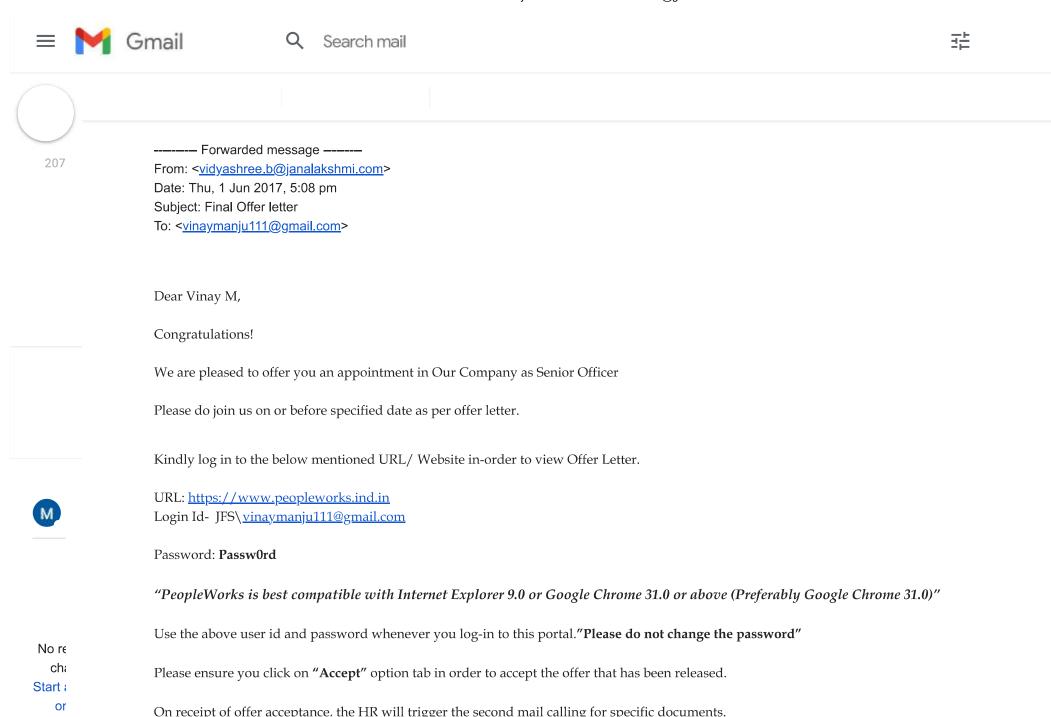
Conditional Offer

Your appointment as Analyst with Northern is conditional upon:

- Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;
- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.

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207 Please ensure you click on "Accept" option tab in order to accept the offer that has been released. On receipt of offer acceptance, the HR will trigger the second mail calling for specific documents. On receipt of second mail from HR, You will have to report at the branches, along with originals and photo copies of docs as specified in the mail. Please feel free to call me should you need any clarifications. We look forward to have a mutually beneficial association! Best Regards, Human Capital Team Janalakshmi Financial Services Website: www.janalakshmi.com Contact: Head Office (Bangalore) - 080-33425262 Regional Office South (Tamil Nadu) - 044 28293452 Regional Office South (Karnataka) - 080 49565500 Zonal Office West (Maharashtra, Gujarat) - 022 61817000 Zonal Office Central (Madhya Pradesh, Chhattisgarh) - 0755 4274088 Zonal Office North (Delhi, UP, Haryana) - 0124 4557500 Zonal Office East (West Bengal, Assam, Bihar, Orissa) – 033 40329000 No r€ cha Start a or Reply Forward