



Date: 12th March 2020

Akshatha S

Dear **Akshatha S,**

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum	Per Month
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
Fixed Emolument	216346	18029
Performance Based Incentive*	8654	721
Total Emoluments (A)	225000	18750
Benefits B		
Employer's contribution of ESI	6331	
Gratuity**	8639	
Total Benefits (B)	14970	
Cost To Company (CTC): Total (A+B)	239970	
Deductions		
Employer's Contribution to Provident Fund		1797
Employee's Contribution to Provident Fund		1797
Employee's Contribution to ESI		122
Net pay		14313

*Compensation would be as per company prevailing policies.

**"CTC can be revised subject to statutory amendments applicable for the state"

* Date of joining: (July/August/September 2020 Tentative)

(* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Regd. Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore - 560 103,
Karnataka, India.
Main - +91 (80) 40178500, Fax - +91 (80) 40178510
CIN - U72300KA2005PTC048089.

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone-II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No. 72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91 (20) 48538200, Fax - +91 (20) 48538210



**NORTHERN
TRUST**

Date: 18/Jan/2020

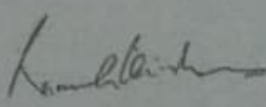

Letter of Intent

Dear Alisa Daphney H

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with **Northern Operating Services Private Limited** ("Northern") as "**Analyst**", in our Bangalore office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	2020
Salary	Your Annual Fixed Pay will be INR 265,198 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
Retrials	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: - Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme - Private Health Insurance for self, spouse, children and either of parents or parents in law; - Accident insurance and - Life assurance
Conditional Offer	Your appointment as " Analyst " with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining NOS; failing to do so may amount to NOS taking corrective action which could lead to you being terminated from NOS 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records; 3. Receipt of written references; 4. Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.); 5. You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers. 7. Achieving and maintaining an acceptable standard for compliance purposes; 8. Written acceptance of this letter of Intent.
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 'NOSPL Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.
Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with NOSPL will be considered to have been successfully completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 Days prior to termination of the appointment

FORM Q
[See Rule 24(9A)]
APPOINTMENT ORDER

1. Name & Address of the Establishment	Accenture Solutions Pvt. Ltd. Plant 3, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai - 400079, INDIA
2. Name & Address of the Employer (Joining Location)	BENGALURU
3. Name of the Employee	ANUSHREE KUMAR
4. His/Her Postal Address	# 93, SLV PEARL APARTMENT, 1 ST MAIN PF LAYOUT, VIJAYANAGAR, BANGALORE 560040
5. His/Her Permanent Address	# 93, SLV PEARL APARTMENT, 1 ST MAIN PF LAYOUT, VIJAYANAGAR, BANGALORE 560040.
6. Father/Husband Name	KUMARA SWAMY K.R.
7. Date of Birth (dd-mm-yyyy)	23-04-1999
8. Date of his/her entry into employment. (DOJ - dd-mm-yyyy)	14-06-2021
9. Designation (Career Level)	CL-13, BUSINESS PROCESS DELIVERY NEW ASSOCIATE.
10. Nature of work entrusted to him/her (Role)	BUSINESS PROCESS DELIVERY NEW ASSOCIATE
11. His/Her serial number in the Register of employment (CID)	13167542 [CID - C5081757]
12. Rate of wages payable to him/her	Refer to annexure 1 of the Offer Letter.
Place: BENGALURU	 Ramesh L Krishnan 
Date: 14/06/2021	Managing Director - Accenture Operations Business Process Services Delivery Centers in India
Acknowledgement by the employee with date & signature <i>Anushree Kumar</i>	Accenture Solutions Private Limited



Gallagher

Insurance | Risk Management | Consulting

Date: 12th March 2020

Arunima Menon K

Dear Arunima Menon K,

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum	Per Month
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
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Net pay		14313

K. Arunima

- * Compensation would be as per company prevailing policies.
- ** "CTC can be revised subject to statutory amendments applicable for the state"

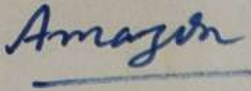
* Date of joining: (July/August/September 2020 Tentative)
 (* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspaces IT Park, Viman Nagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625
 Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No. : +91 80 4034 3434 / 61

REDMI NOTE 5 PRO MI DUAL CAMERA
 (Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)



November 09, 2020

To,
Ashika N
Bangalore

Dear Ashika,

RE: APPOINTMENT as Finance Executive – Corporate Solutions

We, Jones Lang LaSalle Property Consultants (India) Private Limited ("JLL"), are pleased to offer you an appointment with JLL, on the terms and conditions as per attached and as follows:

1. Position

You will be appointed to the position of **Finance Executive** in the **Business Support Band at Level 1** within **Corporate Solutions**. You will be reporting directly to the **Facility Manager**.

Although you have been selected initially for the **Corporate Solutions** department, your services may be utilized by JLL in any other department, according to the needs of the business. JLL, reserves the right, to make reasonable changes to any of your terms of employment, which will be communicated to you in writing.

2. Date of Commencement

Your date of commencement is **November 17, 2020** or earlier as agreed. You will initially base yourself out of **Bangalore**. You will be required to travel/relocate from time to time within India and Asia Pacific countries, as business requires.

3. Remuneration

You will be entitled to a base salary of **INR 300000/- (Indian Rupees Three Lakh Only)** per annum. In addition to this you will be eligible for an Annual discretionary bonus as per the company policy. You will be responsible for payment of your personal income tax as per all applicable Indian tax laws.

JLL's policy on remuneration reviews is that they are conducted annually and are discretionary. Your performance will be measured annually to culminate in a decision so as to measure the quantum of bonus and change of role and responsibilities. The final decision to execute these recommendations rests with the management.

JLL will be entitled, at any time during your employment, or in the event of termination, however arising, to deduct from your salary any monies due to JLL, including, but not limited to loans or advances, and any amount arising on account out of excess holiday/leave.

You will be paid monthly on or around the last working day of each month or as determined, for the period covering the first day to the last day of each month.

4. Medical Benefits

You will be covered as under:

- (i) "Group Accident" and "Group Term Life"
- (ii) Either under Medical Insurance as per Company's policy or Employee State Insurance as may be applicable.

Level 16 Tower C Epitome Building No 5
DLF Cyber City Phase III
Gurgaon 122002

Registered Office:
Jones Lang LaSalle Property Consultants (India) Pvt Ltd
No 1110 11th Floor Ashoka Estate 24 Barakhamba Road New Delhi 110001
T +91 11 3314 1000 F +91 11 3314 1001
Company CIN No. U74140DL1997PTC091209

This offer is subject to positive background verification

5. Place of work

(i) JLL has entered into an agreement with Amazon to provide Facilities Management Services. JLL requires your services in respect of this agreement. You will be deputed to Amazon Facility, which will be your place of work unless you are notified otherwise. The place of work may be changed from time to time. You will report for duty at such place of work as may be communicated to you.

(ii) Please note that you are not an employee of Amazon and have no relationships with Amazon. Your relationship is and shall remain with JLL under all circumstances. You shall not under any circumstances claim employment or other rights from the establishment you are deputed to.

(iii) You will conform to the rules and regulations pertaining to the client site you are working in, under all circumstances. Such rules shall include rules pertaining to hours of work, holidays or otherwise. You will be entitled to only client recognised public holidays.

6. Probation

You will be on probation for a period of Six (6) months and subject to your performance during this period, the firm, at its sole discretion, will either confirm you, or take a decision to release you from the services. The decision at the end of probation period will be communicated to you in writing. In case nothing is communicated in writing by JLL at the end of probation period, your probation period shall be deemed to be confirmed. This appointment is subject to one month's notice in writing by either party during the period of probation. The firm reserves the right to terminate your services during the probation period by giving you a notice of one month or salary in lieu of one month.

7. Hours of Work

Your normal hours of work will be from 9.00 a.m. to 6.00 p.m. from Monday to Saturday unless specified by the client in which case client specified work hours will be applicable. Due to exigencies of work, you may be required to work beyond normal hours or in shifts.

8. Annual Leave and Holidays

You will be entitled for accrual of one casual/sick leave every month you work. Additionally, you will be entitled for fifteen privilege leaves for the calendar year to be accrued on pro-rata basis as well as others holidays in accordance with the applicable laws. You are encouraged to refer to Leave Policy for more details.

9. Termination of Employment

This appointment is subject to Two Months' notice in writing by either party subject to the following additional obligations where termination takes place in the following:

9 (i) Termination of employment without cause

Either Party may terminate the employment by giving the other party a notice of 2 Months' in writing. Payment in lieu of the notice period, full or partial waiver of this clause would be at the sole discretion of JLL.

9 (ii) Termination of your employment by JLL

JLL retains its right to summarily dismiss an employee without notice pay in the appropriate circumstances such as when you have been considered guilty of misconduct or fraudulence.

For a period, equivalent to notice period, JLL may, in circumstances in which it reasonably believes that you are guilty of misconduct or in breach of your employment terms in order that the circumstances giving rise to that belief may be investigated, temporarily suspend you from the performance of your duties or exclude you from any premises of JLL and need not give any reason for so doing. Remuneration will not cease to be payable by reason only of such suspension or exclusion.



18. Severance

If any provision of this contract of employment is declared or determined to be illegal or invalid by final determination of any court or tribunal of competent jurisdiction, the validity of the remaining parts, terms or provisions of this contract shall not be affected, and the illegal or invalid part, term or provision shall be deemed not to be part of this contract.

19. General

- a) You will be required to apply yourself wholly to the JLL's business and no work is to be undertaken in a private capacity which conflicts with that of JLL.
- b) In the event of any disagreement over the interpretation of the above, the decision of the directors will be final.

20. Background Verification

Validity of this offer is subject to positive clearance of the Background Verification Process carried out by JLL and/or the Client.

As per prerequisite, you need to submit the list of documents to initiate the background verification within three working days post offer acceptance. In case, where additional document is required to complete background verification you will be required to provide the same within three days. If you fail to submit the documents within the time frame, the offer will be withdrawn, or employment will be terminated. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.

If the terms and conditions in this contract are acceptable to you, please sign and return this contract to us.

On behalf of JLL, Congratulations on your new role.

Yours sincerely,

Hemanshu Khanna
Head Talent Acquisition
JLL Property Consultants (India) Pvt Ltd

I, Ashika N, accept the above terms and conditions of employment with Jones Lang LaSalle Property Consultants (India) Pvt Ltd.

Signature.....

Date.....

Level 16 Tower C Epsilon Building No 5
DLF Cyber City Phase III
Gurgaon 122002

Registered Office:
Jones Lang LaSalle Property Consultants (India) Pvt Ltd
No 1110 11th Floor Ashoka Estate 24 Barakhamba Road New Delhi 110001
T +91 11 3314 1000 F +91 11 3314 1001
Company CIN No. U74140DL1997PTC091209

mika . s



Date:- 24-Feb-20

Subject: Expression of Interest - Campus

Dear Bhoomika s,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

- 1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
- 2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



17-December-2020

**Bhuvan H
Bangalore**

Reg: Offer of employment

Dear Bhuvan,

We are pleased to offer you the position of **Associate - Claims at Legato Health Technologies LLP** and your work location will **Bangalore - RGA**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **21-December-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Bhuvan H
Date:

Legato Health Technologies LLP | www.legatohealth.com

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road, Nagavara, Bengaluru, Karnataka – 560045
Ph: 080-6152-0000 | GSTIN: 29AAHFL3010G2ZL

Branch Office: Floors 8 and 9 of T1 and T2, Laxmi Infobahn,
Kokapet Village, Gandipet Mandal, Ranga Reddy Dist.,
Telangana – 500075 | Ph: 040-6817-0000 | GSTIN: 36AAHFL3010G1ZR

Branch Office: RGA Tech Park, Floor 8 -11, Block-4,
Chikkakannalli Village, Sarjapur Main Road, Bangalore,
Karnataka- 560035 | GSTIN: 29AAHFL3010G2ZL

LLPIN: AAL-0928 | PAN: AAHFL3010G

Annexure – A

Associate Name: Bhuvan H		
Designation: Associate - Claims		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186000	15500
HRA	15143	1262
LTA	0	-
Special Allowance	0	-
Gross Salary	201143	16762
Employer's contribution to PF	22320	1860
ESI	6537	545
Total Fixed Pay	230000	19167
Cost to Company (CTC)	230000	19167

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

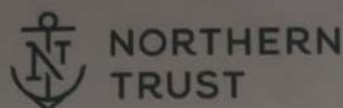
Sincerely,

Mosur K Saisekar
 Country Head
 Legato Health Technologies LLP

Bhuvan H
 Date:

Regd. Off.
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore - 560 103,
Karnataka, India.
Main - +91 (80) 40178500, Fax - +91 (80) 40178510
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone-II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No. 72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91 (20) 48538200, Fax - +91 (20) 48538210



**NORTHERN
TRUST**

Date: 18-Jan-2020

Letter of Intent

Dear Chaitra, R.S

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as "Analyst", in our Bangalore office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

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Salary	Your Annual Fixed Pay will be INR 265,198 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
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Annexure I

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Employer's Contribution to Provident Fund		1797
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Net pay		14313

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4,000/- upon clearing international domain certification.

This appointment letter is subject to clearance of Background Verification Check.

Name: CHANDANA R

Place: Bangalore

Signature: *Chandana*

Date: 03/03/2021

09-November-2020

Deenu K
Bangalore

Reg: Offer of employment

Dear Deenu,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Bangalore RGA**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **07-December-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Deenu K
Date:

Legato Health Technologies LLP | www.legatohealth.com

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road, Nagavara, Bengaluru, Karnataka - 560045
Ph: 080-6152-0000 | GSTIN: 29AAHFL3010G2ZL

Branch Office: Floors 8 and 9 of T1 and T2, Laxmi Infobahn,
Kokapet Village, Gandipet Mandal, Ranga Reddy Dist.,
Telangana - 500075 | Ph: 040-6817-0000 | GSTIN: 36AAHFL3010G1ZR

Branch Office: RGA Tech Park, Floor 8-11, Block-4,
Chikkakannalli Village, Sarjapur Main Road, Bangalore,
Karnataka - 560035 | GSTIN: 29AAHFL3010G2ZL



Date:- 12-Mar-20

Subject: Expression of Interest - Campus

Dear Deepika S,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of Advisor, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

To Deepika V

Letter of Interest

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM 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:

1. 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.
2. 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.
3. 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.
4. 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.
5. 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 BPM.

For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:

Deepika

[Signature]

[Signature]

Raghavendra K
Senior Vice President &
Global Head- HRD

Signature:
Issuer's Name: Himanshu
Issuer's Emp. No.: 9009127

Name: Deepika V
Date: 12 Feb 2020
Location: Bangalore

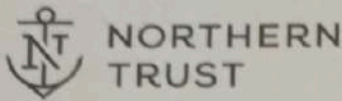
INFOSYS BPM LIMITED
(Formerly Known as Infosys)
CIN: U72200KA2002PLC030316

Plot Nos. 26/3, 26/4 and 26/5
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405 / 4187
F 91 80 2852 2411



Regd. Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore - 560 103,
Karnataka, India.
Main - +91 (80) 40178500, Fax - +91 (80) 40178510
CIN - U72300KA2005PTC048089.

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone-II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No. 72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91 (20) 48538200, Fax - +91 (20) 48538210



Date: 18/Jan/2020

Letter of Intent

Dear Deepthi,

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as "Analyst", in our Bangalore office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	2020
Salary	Your Annual Fixed Pay will be INR 265,198 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
Retrials	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: - Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme - Private Health Insurance for self, spouse, children and either of parents or parents in law; - Accident insurance and - Life assurance
Conditional Offer	Your appointment as "Analyst" with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining NOS; failing to do so may amount to NOS taking corrective action which could lead to you being terminated from NOS 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records; 3. Receipt of written references; 4. Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.); 5. You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers. 7. Achieving and maintaining an acceptable standard for compliance purposes; 8. Written acceptance of this letter of Intent.
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 'NOSPL Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.
Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with NOSPL will be considered to have been successfully completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 Days prior to termination of the appointment

Date: 15-Dec-2020
Dear Dhamini C,

Sub: Appointment Letter

We are pleased to offer you an appointment with Genpact India Pvt. Ltd. ("Company") as **Associate** under the following terms and conditions:

TERMS AND CONDITIONS

1. Your annual Cost to Company (CTC) will be as indicated in Annexure II attached herewith.
2. Your initial place of work will be **Bangalore**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any of its associated or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
3. If at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The guest house can be availed for a period of 15 days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs. 250 for a period of 24 Months. Further, in case of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement.
4. The Company will be working 7 days a week, twenty-four hours a day. You will be expected to attend office – except while traveling on business as assigned to you by your supervisors and as per applicable laws in force. Weekly off will be governed as per applicable regulations & Company policies.
5. You shall be required to provide the Company all documents and information as set forth in Annexure I of this appointment letter.
6. You will be entitled to thirty working days leave per annum subject to prior approval by the Company. Accumulation / carry-forward of leave will be governed as per the existing Company policy on the subject.
7. You will be on probation for six months from the date of joining, which may be extended by the Company at its discretion. Your services at the end of the Probation period shall be treated as confirmed, unless specifically extended by the company in writing. During the probation period,

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Gurgaon - 122002, Haryana, India.
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(Formerly Known as Empower Research Knowledge Services Pvt. Ltd.)

CIN: U73100DL2005PTC307363

Regd. Off.: Delhi Information Technology Park, Shastri Park,
GT Road, Delhi, India **110053**

either party may terminate this contract by giving 60 (Sixty) days' notice in writing in the manner referred to in clause 9 or payment of 60 day salary in lieu thereof. If you chose not to serve the notice period, if applicable, the Company also reserves the right to recover from you all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to notice pay. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

8. Notice to terminate this contract will be accepted by the Company only when it is issued in a form wherein your identity is ascertainable (such as hard copy letter with original signatures). Notice of termination in electronic form where such identity cannot be ascertained such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement.

9. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 8 for 60 (Sixty) days or payment of salary in lieu thereof. If you chose not to serve the notice period, if applicable, the Company reserves the right to recover from you all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to notice pay. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

10. The Company reserves the right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.

11. Absence for a continuous period of eight days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred with regards to any training and development, special education, up skilling or on the job training imparted by the Company or damages suffered by Company due to loss of billing.

12. You will automatically retire on attaining the age of 60 years.

13. Whilst employed by the Company:

- You will not be permitted to undertake any other full time or part-time employment or engage in any external activities of a commercial nature without prior written approval.
- You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisors and others authorized by the Company to assign such duties and responsibilities. Your performance evaluation will be done periodically by your supervisors as per the Company appraisal system.
- Except in the ordinary course of your employment, you shall not divulge to any third party any information regarding the affairs or business matters of the Company or information regarding its customers without prior written approval. All information that comes to your

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knowledge by reasons of your employment with the Company is deemed to be confidential and any breach thereof, shall be deemed to be a violation of the Company policies and treated in accordance of clause

- You confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.
- You confirm that you have disclosed fully all of your business interests in the Company – whether or not they are similar to or in conflict with the business (es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between Genpact and you or any immediate relatives, Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.
- You will be required to apply and maintain the highest standards of personal conduct and integrity and keep yourself informed and comply with all Company policies and procedures.

14. Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to any amount in lieu of notice.

15. Upon separation from the Company on account of either resignation or termination, you will be required to immediately return to the Company, all assets and property (including any leased assets) of the Company including documents, files, books, papers, training material and memos whether in hard or soft copy which is in your possession or custody.

16. The Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per company policy and this offer is conditional upon the result of such checks. In the event the results of such background / reference checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time.

17. You are required to submit your relieving letter in original from your previous employer (if applicable) within 45 days of your joining the Company failing which your employment with the Company shall be liable for termination without prior notice.

18. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies.

19. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.

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20. Any and all disputes arising in connection with the appointment letter and services shall be referred to arbitration which shall be conducted in accordance with the Arbitration and Conciliation Act, 1996 by a Sole Arbitrator appointed with our mutual consent. The venue of the Arbitration shall be **Hyderabad** and the proceedings shall be conducted in the English language. You agree to submit yourself to the exclusive territorial jurisdiction of court at **New Delhi**.

Your assignment is effective from **04-Jan-2021**.

We welcome you and wish you every success in your career with Genpact.

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein latest by 15 days of the issuance of the letter else this offer stands automatically withdrawn. We welcome you and wish you every success in your career with Genpact.

For Genpact India Pvt. Ltd.



Authorized Signatory
Ramit Tyagi

Assistant Vice President – Human Resources

Accepted and Agreed

Dhamini C

Genpact India Private Limited

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Annexure I

Listed below are the mandatory documents (in photocopy) you are required to furnish at the time of joining.

1. Professional Relieving Letter from previous employer (last employment) only
 2. 4 recent Passport size Photograph
 - a. One for Genpact ID card
 - b. One for opening a new bank account if you do not have an one with ICICI/HDFC/Axis
 - c. Two for PAN card application if you do not have one
 3. If your salary is less than or equal to the applicable limit mentioned in the ESI Act, 1948^[1] you will need to enroll for ESIC (Employee State Insurance Corporation) which is a Govt. regulation therefore please carry;
 - a. 3 Post card size (4X7) photographs of yourselfOr
 - b. If you would like your family covered Family group Photograph of immediate family (4X7, 3 Copies of the same photograph), only members in the photo will be covered, Photos should be clear and have only your immediate family who are your dependents.
- *Please check the Company policy for the applicable limit
4. If already a member of a provident fund (PF) scheme with previous employer, then;
 - a. Employer's name
 - b. Provident Fund account number from your previous employer
 - c. Universal account number provided by your previous employer
 - d. Date of joining & leaving from previous employer
 - e. Aadhaar card copy

^[1] Please check the Company policy for the applicable limit

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Annexure II COMPENSATION DETAILS

Name	Dhamini C	
Band	Band 5A	
Designation	Associate	
Location	Bangalore	
Components	Amount (per month)	Amount (per annum)
Basic	INR 15,000/-	INR 180,000/-
Company Contribution to Provident Fund (PF)	INR 1,800/-	INR 21,600/-
Housing Rent Allowance	INR 3,783/-	INR 45,400/-
Fixed Pay	INR 20,583/-	INR 247,000/-
Annual Performance Bonus*	INR 7,200/-	

Performance Linked Incentive**	Amount (per annum)
Best Performer	INR 48,000/-
Average Performer	INR 27,600/-
Low Performer	INR 0/-

Total Earning Potential	Amount (per annum)
Best Performer	INR 302,200/-
Average Performer	INR 281,800/-
Low Performer	INR 254,200/-

Benefits	Amount (per annum)
Life Insurance Including Employee Deposit Linked Insurance Scheme (EDLIS)	INR 1,601,000/-
Personal Accident/Disability Insurance (For Employee)	INR 1,000,000/-
Medical Insurance covering hospitalization (For Employee)	INR 100,000/-
Interest Free Soft Loan (Post 6 Months)	INR 10,000/-
Out Patient Medical Facilities at Office	Free
Company Contribution ESIC	As per Act
Gratuity	INR 8,654/-
Other Attractions	
Parichay (Employee Referral Scheme)	As per scheme
Rewards & Recognition	As per Performance
Education@work : Professional advancement programmes	As per scheme
Concierge Services	Subsidized Rates

Notes:

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* Employees not on Performance Linked Incentive Plan will be eligible for a different Annual Performance Bonus Plan than mentioned above. In such cases, Annual Performance Bonus potential is similar to the indicative Average Performance Linked Incentives as mentioned in table above. Annual Performance Bonus payout however is ultimately determined based on company / individual Performance and prevailing company guidelines.

** Performance Linked Incentive mentioned above is an indicative average amount possible for the said performance level. Eligibility for such incentives, actual amount and payout timelines may vary with Business/Process.

- The above mentioned components/benefits are as per the prevalent company policy and/or applicable law and are subject to change.
- The aggregate of all bonus payouts paid to you during an accounting year including Annual Performance Bonus (APB), VIC (if any), and other bonus payouts (if any) shall be in lieu of profit based bonus (if any), payable to you for such accounting year under Section 31A of the Payment of Bonus Act, 1961 ("PBA") (if applicable)
- In the event that the PBA is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than the stipulated payout mentioned in the PBA, for such accounting year, Genpact will pay you the difference at a later date. You are not entitled to any bonus payout other than those mentioned above, either under applicable laws or as per your employment terms with Genpact. All amounts payable to you will be after deduction of applicable taxes

Candidate Name:

Offer Date:

- The APB amount mentioned above reflects indicative average payouts for your band. The eligibility for APB will depend on the performance of Genpact and your performance as per the company policy and the Performance Management System (For example, employees who are rated as "Least Effective" are not eligible for APB). An eligible employee will be paid APB at fixed rates in March/ April for the preceding calendar year (January - December) and the same will be prorated based on the date of joining. For DOJ post 31 August, bonus payout is processed with the next bonus cycle for the entire period.
- The aggregate of all bonus payouts paid to you during an accounting year including APB, VIC (if any) and other bonus payouts (if any) shall be in lieu of profit based bonus (if any) payable to you for such accounting year under Section 31A of the Payment of Bonus Act, 1961 ("PBA") (if applicable).
- In the event that the PBA is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than the stipulated payout mentioned in the PBA, for such accounting year, Genpact will pay you the difference at a later date. You are not entitled to any bonus payout other than those mentioned above, either under applicable laws or as per your employment terms with Genpact. All amounts payable to you will be after deduction of applicable taxes.

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GT Road, Delhi, India **110053**

- Genpact reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and the same will be communicated to you at the joining date or at a later date when such change becomes applicable.
- Any employee deduction will be governed by applicable laws and prevalent company policy and will be subject to change.

With Warm regards

For Genpact India



Ramit Tyagi
Assistant Vice President – Human Resources

Accepted and Agreed

Dhamini C

Genpact India Private Limited

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CIN: U73100DL2005PTC307363

Regd. Off.: Delhi Information Technology Park, Shastri Park,
GT Road, Delhi, India **110053**



Date:- 24-Feb-20

Subject: Expression of Interest - Campus

Dear Dhanush N,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

Subject: Expression of Interest - Campus

Dear Dinesh M,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

Letter of Interest

To **G. PUNITH KUMAR**

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM 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:

1. 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.
2. 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.
3. 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.
4. 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.
5. 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 BPM.

For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD

Signature:
Issuer's Name: HIMANSHU
Issuer's Emp. No.: 9009127

Name: G. PUNITH KUMAR
Date: 12 February 2020
Location: Bangalore

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310

Plot Nos. 26/3, 26/4 and 26/6
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405 / 4187 9999
F 91 80 2852 2411

www.infosys-bpm.com

Employment Agreement

December 1st, 2020

K Ganesh

Bangalore

Dear K Ganesh,

Congratulations! Welcome to Legato Health Technologies LLP (“**Legato**”).

The purpose of this employment agreement (“**Agreement**”) is to confirm the terms and conditions of our offer of employment to you. Your employment will be subject to the terms and conditions contained herein and in addition, will be governed in accordance with key employment and related policies of Legato.

1. Date of Commencement/ Job Title

- (a) Your employment with Legato shall commence on **December 1st, 2020** as **Associate - Claims**, based out of **Bangalore - RGA**
- (b) Legato reserves the right to re-designate or revise your position or work description or work location at any time without stating any reason by a written notice to you.
- (c) Legato has the sole discretion to modify the nature of your duties and powers as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by Legato at any time.
- (d) The nature of your employment will be “at will” and no fixed period of employment in Legato is applicable to you. You or Legato may terminate your employment as per the provisions contained herein.
- (e) Your employment with Legato is conditioned on the satisfactory clearance of background check(s) conducted on you. In the event Legato is not satisfied with the results of the background check(s), Legato will be entitled to terminate your employment forthwith.
- (f) Legato may at any time transfer, second, depute or assign your services to any affiliated companies, successor in interest or other division/branch of Legato as it may deem necessary solely at the discretion of Legato and for such period of time that Legato deems appropriate.

2. Full Time Employment:

- (a) You will be a full time employee of Legato and you shall devote yourself exclusively to the business of Legato. You will not engage yourself anywhere in any work, profession, trade, employment or commercial activity (other than normally acceptable personal investment activity), in any capacity either honorary or otherwise, whether part-time or full-time, directly or indirectly or whether during or outside office hours or within or outside the office premises, whilst in the services of Legato.

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Ph: 080-6152-0000 | GSTIN: 29AAHFL3010G2ZL

Branch Office: Floors 8 and 9 of T1 and T2, Laxmi Infobahn,
Kokapet Village, Gandipet Mandal, Ranga Reddy Dist.,
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LLPIN: AAL-0928 | PAN: AAHFL3010G

- (b) You may not enter into any commitments or dealings on behalf of Legato for which you have no express authority, nor alter or be a party to any alteration of any policy of Legato or exceed the authority or discretion vested in you without the previous sanction of a duly authorized manager.

3. Standard Conditions of Employment

- (a) In addition to the terms of this Agreement, you shall abide by the standard terms of employment of Legato as stated in the Employee Handbook or any other policies or procedures communicated to you by Legato either orally or in writing ("**Standard Employment Terms**"). The Standard Employment Terms will be communicated to you from time to time or be accessible by you on Legato's intranet, Pulse.
- (b) You acknowledge and agree you will be governed by the rules, policies, guidelines, codes and internal regulations (together Policies). The current policies are made available to you, however, Legato reserves the right to modify, revise or replace its existing policies and you acknowledge that it's your responsibility to know and keep yourself updated on the policies from time to time.
- (c) The Standard Employment Terms will relate to various matters relating to your working with Legato, including hours of work, holidays, leave, code of conduct, confidentiality policy, etc.
- (d) The Standard Employment Terms are deemed to include other policies of Legato that may be created including the policy for prevention of sexual harassment at the workplace, internet and network use policy, intellectual property policy, etc.
- (e) The Standard Employment Terms may be changed by Legato from time to time at the sole discretion of Legato and such changed standard employment terms shall become applicable to you, upon receipt of notice of the same.

4. Representations

- (a) You hereby represent that all the contents of your resume, testimonials, references, application form, previous employment details and other information furnished by you are true and accurate.
- (b) If any of the above particulars are found at any time to be incorrect or misleading in any way, Legato shall have the right to terminate your employment for misconduct, without the requirement of providing you any notice or compensation in lieu thereof.

5. Compensation

- (a) In consideration of your employment with Legato, you shall be paid a monthly compensation as detailed under **Annexure-A** hereto. Such payment shall be subject to deduction of applicable taxes and other levies or contributions as per the law.
- (b) Monthly or periodic components of your remuneration will be paid to you in accordance with the regular payment schedule as decided and communicated by Legato.
- (c) Your terms of employment and compensation are strictly confidential and you shall not divulge the same to any other employee of Legato except where required by Legato policy.

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- (d) Legato may at its sole discretion from time to time review your remuneration and any changes to the same will be notified to you in writing. Until Legato notifies you of any such revision, the latest written communication to you giving details of your compensation shall apply. You agree that all such revisions shall be binding on you.

6. Statutory Benefits

- (a) You are eligible to receive applicable statutory and non statutory benefits as detailed in the Standard Employment Terms, including but not limited to provident fund and gratuity.
- (b) Women employees (only) are entitled to statutory maternity benefits under Annexure B enclosed herewith.

7. Work hours and Leave

At present, Legato has a 5 day work week, from Monday through Friday. The standard working hours of Legato is 9 hours inclusive of 1 hour break. Legato's business may require an employee to work in shifts. You will be entitled to leave in accordance with the policies of Legato.

You agree that any bonus payments linked with production/productivity or other compensation paid to you by Legato shall be in lieu of any bonus required to be paid to you under the statutory laws of India.

8. Safe Custody of Legato Material

- (a) You will be responsible for keeping safe and in good condition, all Legato material entrusted to you, if any, including, but not limited to, cellular phone, laptop, car and other equipment ("**Legato Property**").
- (b) In the event of any damage or loss to Legato Property entrusted to you, you shall be liable for the same and Legato reserves the right to deduct the cost of such articles from your compensation or take such other action that it may deem appropriate.

9. General Conduct

- (a) You shall abide by all employee related rules, regulations and policies as may be enforced from time to time, including the Standard Employment Terms. You shall follow guidelines as per Legato's policy of business conduct, including but not limiting to:
- (i) All official procedure of Legato, including all policies and procedures related to information security, cyber security and the protection and confidentiality of personal information.
- (ii) Immediately inform your superiors of any risk known to you in relation to any acts detrimental to Legato or its business.
- (iii) Not accept any monetary/ non-monetary gift, reward, payment or benefit from any supplier or customer of Legato.

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- (iv) Not make any offer or grant any payment or benefit, directly or indirectly, to any person or organization in exchange for obtaining any contract or orders for or on behalf of Legato.
- (v) Not hold any personal interest in any supplier or a competing business with any person.
- (vi) Comply with the confidentiality covenants contained herein.
- (vii) Avoid any behavior or action which harms or may harm the integrity or interest of Legato.
- (viii) In case of possession of Legato-sensitive information, such information may only be used in the proper execution of your assignment and duties.
- (ix) Act independently, honestly and professionally with all business contacts.
- (x) Avoid conflict of interest, entangling personal and professional interests or any appearance of such entanglement.
- (xi) Not enter into private transactions with suppliers and other business contacts of Legato (such as brokers) and not enter into transactions for and on behalf of Legato of terms and conditions other than those used by Legato in the normal course of business.
- (xii) Obey the lawful and reasonable orders of your superiors and discharge your duties entrusted to you loyally, honestly and diligently.

You acknowledge that non-compliance with the Standard Employment Terms may result in disciplinary action against you, including, where Legato considers necessary under the circumstances, termination of your employment.

- (b) During the period that you are employed by Legato, you shall not, on behalf of Legato or on the pretext thereof, give or pay to any person any money, Gratification or Valuable Thing of any kind (other than a legally acceptable, official and Legato approved consideration) in order to induce or influence a Public Servant to do or forbear from doing any act in relation to Legato.
- (c) The terms Public Servant, Gratification and Valuable Thing shall have the meaning assigned to them under the Prevention of Corruption Act, 1988.
- (d) It is clarified that you shall not pay any “speed money” or “facilitation payment” in order to quicken the process of any act that needs to be performed other than a purely legal remuneration paid to a service provider.
- (e) During the period that you are employed by Legato, you shall not, on behalf of Legato or on the pretext thereof, receive from any person (or arrange for some other person to so receive on your behalf) any money, Gratification or Valuable Thing of any kind as consideration in order to do or forbear from doing any act in relation to Legato.
- (f) During your employment you shall not: (a) enter into any arrangement, contract or financial transaction on behalf of Legato with any relative or entity controlled or owned by a relative; (b) enter into such arrangement, contract or financial transaction with any person entity or organization for the

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benefit of some other person, entity or organization; or (c) claim any compensation/reimbursement or pay any amount on behalf of Legato for a purpose other than the purpose for which such amount is actually payable.

10. **Special Requirements**

- (a) You acknowledge that in relation to your employment with Legato, you shall conform to such additional practices, policies, terms and conditions etc., as may be required by Legato.
- (b) Such practices may include:
 - (i) A requirement to obtain end use statements from customers of products or services of Legato;
 - (ii) A prohibition on export of certain goods and services to certain countries or to parties who may be so notified by Legato;
 - (iii) Special requirements prescribed by customers of Legato, including relating to standards for the protection of confidential information.

11. **Training Agreement**

As per company policy, in case your work entitles you to travel for any training purposes, you are required to sign an agreement with the company for a period of one year. In case you terminate your employment with Legato or are terminated for cause by Legato prior to the completion of one year, you shall pay back the expenses incurred by Legato specified in the travel agreement.

12. **Confidentiality and Intellectual Property Protection**

- (a) You agree to keep confidential and not to disclose or to make use of, and shall use best efforts to safeguard any information of Legato, including its clients, members, providers, associates and business partners, that is by its nature confidential or which is communicated to you to be confidential.
- (b) Any intellectual property developed by you during your employment with Legato, including any copyrights, designs, patents, layouts, mask works, etc. shall be deemed as “works for hire” under applicable intellectual property laws and shall be the exclusive property of Legato. You hereby assign all rights in relation to such intellectual property to Legato on a worldwide and perpetual basis at no extra costs and further agree to do all such acts to perfect such assignment to Legato.
- (c) To more effectively set out the detailed rights and obligations of the parties in relation to protection of confidential information and intellectual property, you will be required to execute other documents by Legato (including, but not limited to, an employee intellectual property assignment and confidentiality protection agreement) and you agree to be bound by any such additional terms.

13. **Privacy**

- (a) You will be providing to Legato certain information about yourself and your family, including personal information and sensitive personal data or information (“**Personal Information**”). You hereby agree

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that Legato may use and retain your Personal Information for a lawful purpose and to the extent deemed necessary by Legato in relation to your employment with Legato and for ancillary purposes.

- (b) You hereby also agree that Legato may transfer or disclose such Personal Information to such other agencies Legato may consider necessary, whether affiliates or otherwise and whether in India or otherwise. Legato may codify its policies relating to privacy in a privacy policy which it will provide to you and you hereby agree to the same.
- (c) Legato shall use reasonable security practices and procedures to safeguard your Personal Information. Notwithstanding anything contained herein, “Reasonable security practices and procedures” under section 43A Explanation (ii) of the Information Technology Act 2000 means such procedures that Legato shall implement and which may, in Legato’s discretion, be intimated to you from time to time and you hereby agree to the same.

14. Non Solicitation / Non-Compete

- (a) You shall not directly or indirectly, or through any other party, solicit, induce, or offer employment to any persons who are employees of Legato or its affiliates for a period of 1 (one) year after the date of termination of your employment with Legato, or otherwise take any action detrimental to the relationships between Legato, its affiliates and/or their respective employees.
- (b) You shall not, directly or indirectly, or through any third party, solicit business from, any customer of Legato

15. Indemnity

You will fully and effectively indemnify Legato against all losses, damages and expenses incurred due to any breach of the terms herein, or any fraud, misconduct or negligence on your part in the course of your employment with Legato.

16. Retirement

The retirement age for all employees is 60 years of age.

17. Termination

- (a) If you wish to terminate your employment, you may do so by providing a prior notice of three (3) months to Legato in writing. In the event you request to be relieved from services with Legato at an earlier date, Legato may relieve you earlier solely at its discretion.
- (b) The Company may at any time terminate your employment:
 - By giving you prior written notice of at least 3 months or paying you amount equivalent to the proportionate fixed salary for any shortfall in the notice period. Fixed salary means the total gross monthly salary as shown on your latest salary slip provided by Legato to you (including taxable reimbursements) but excluding amounts payable on retirement, your committed or discretionary bonus and any reimbursements.

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- With immediate effect, without any prior notice or compensation by a written communication to you:
 - A. In the event of your misconduct/prohibited conduct and/or any act which constitutes an offence involving moral turpitude;
 - B. You are (or Legato acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment;
 - C. In the event you are working remotely, and you are not physically present at the address provided by you during the on-boarding process with Legato and not being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you.
 - D. You have not completed related induction processes, which may have been conducted remotely by Legato at its discretion.
 - E. Legato acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violation of any Standard Employment Terms or have been grossly negligent or reckless in your conduct);
 - F. Legato at any time discovers that any information or document submitted by you is fraudulent, materially false or incorrect; or Legato following the conduct of background or reference checks or otherwise receives information or becomes aware of information concerning you with Legato, acting reasonably, considers to be materially detrimental to its interests should your employment continue.
 - With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice.
- (c) You agree that in case of retrenchment, the principle of "last in first out" shall not be applicable.
- (d) You shall at the time of leaving the employment of Legato, deliver back to Legato any and all Legato Property, devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, equipment, confidential or proprietary information, including but not limited to PHI ("PHI" shall have the same meaning as the term "Protected Health Information" in 45 C.F.R. § 160.103.) and PII (Personally Identifiable Information) or any other documents or property, or reproductions of any of the aforementioned items provided to you pursuant to your employment with Legato or otherwise in the possession of Legato.
- (e) You agree that you shall not copy, duplicate, recreate or record or otherwise keep in possession or deliver to anyone other than Legato, any of the aforementioned items.'

18. Dispute Resolution

- (a) Except as provided herein, all disputes in relation to this Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted by a single arbitrator to be selected by you out of a list of three arbitrators provided by Legato Health Technologies LLP | www.legatohealth.com

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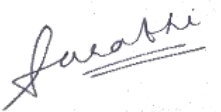
Legato. The arbitration proceedings shall take place at **Bangalore** India and shall be conducted in English.

- (b) You acknowledge that damages alone will not be an adequate remedy in the event of breach of any of your obligations under this Agreement. You therefore agree that Legato shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

19. Miscellaneous Provisions

- (a) Notices – Any notice to be given to you by Legato shall be given by email at your Legato email address. Any notice to be given by you to Legato shall be in such manner as may be directed by Legato from time to time. In the event you are not frequenting office and/or not accessing your Legato email, Legato shall be entitled to send you notice by courier or registered post acknowledgment due at your address as intimated by you to Legato.
- (b) Change Of Address - You will promptly inform Legato in writing of any change in your residential address or contact details.
- (c) Governing Law - This Agreement shall be governed by, and construed in accordance with the laws of India.
- (d) Waiver- No inaction, act or omission by Legato shall be considered as a waiver by Legato of any of its rights herein unless specifically waived by Legato in writing.
- (e) Invalid Provision – If any of the terms of employment are found to be invalid under law, such provision shall be replaced by another provision which most nearly effectuates the same result as the impugned provision.

For Legato Health Technologies LLP



Surabhi Pradeep
Manager - Human Resources
Date: December 1st, 2020

I **K Ganesh** have read, understood and accepted the terms and conditions set out above.

K Ganesh
Date: December 1st, 2020

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Annexure – A

Break-up of Salary

Salary Component	Amount per month (INR)	Amount per annum (INR)
Basic Salary	15500	186000
HRA	1262	15143
ESI	545	6537
Special Allowance	0	0
Gross Salary	16762	201143
Employer's contribution to PF	1860	22320
Total Fixed Pay	19167	230000
Variable Pay	-	-
Cost to Company (CTC)		230000

Note:

Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.

As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment which will be over and above your CTC.

Shift Allowance payable based on the shift timing (except general shift)

Associates in general shift who avail transport will not be eligible for Conveyance allowance.

Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000/-

Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each

Notice period will be 3 months

Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.

K Ganesh

Signature

December 1st, 2020

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Date:- 24-Feb-20

Subject: Expression of Interest - Campus

Dear Gokul Raju gokulraju,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Date: 12th March 2020

V Gauthami

Dear V Gauthami

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum	Per Month
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
Fixed Emolument	216346	18029
Performance Based Incentive*	8654	721
Total Emoluments (A)	225000	18750
Benefits B		
Employer's contribution of ESI	6331	
Gratuity**	8639	
Total Benefits (B)	14970	
Cost To Company (CTC): Total (A+B)	239970	
Deductions		
Employer's Contribution to Provident Fund		1797
Employee's Contribution to Provident Fund		1797
Employee's Contribution to ESI		122
Net pay		14313

*Compensation would be as per company prevailing policies.

**"CTC can be revised subject to statutory amendments applicable for the state"

* Date of joining: (July/August/September 2020 Tentative)

(* - Based on completion of exams and as per business requirement)

Gauthami

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Gallagher Service Center LLP

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

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 5191 6000

LLPIN: AAJ-5010 - ("Registered with Limited Liability")

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

Letter of Interest

To Harsha J

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM 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:

1. 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.
2. 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.
3. 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.
4. 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.
5. 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 BPM.

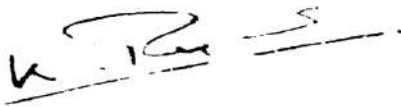
For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:




Raghavendra K
Senior Vice President &
Global Head- HRD

Signature:
Issuer's Name: Himanshu
Issuer's Emp. No.: 9009127

Name: Harsha J
Date: 12-Feb-2020
Location

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310

Plot Nos. 26/3, 26/4 and 26/6
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405 / 4187 9999



Date:- 24-Feb-20

Subject: Expression of Interest - Campus

Dear Harshitha N,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Gallagher

Risk Management | Consulting

Date: 13th March 2020

Hemalatha A

Dear Hemalatha A

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum	Per Month
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
Fixed Emolument	216346	18029
Performance Based Incentive*	8654	721
Total Emoluments (A)	225000	18750
Benefits B		
Employer's contribution of ESI	6331	
Gratuity**	8639	
Total Benefits (B)	14970	
Cost To Company (CTC): Total (A+B)	239970	
Deductions		
Employer's Contribution to Provident Fund		1797
Employee's Contribution to Provident Fund		1797
Employee's Contribution to ESI		122
Net pay		14313

*Compensation would be as per company prevailing policies.

**CTC can be revised subject to statutory amendments applicable for the state"

* Date of joining: (July/August/September 2020 Tentative)

(* - Based on completion of exams and as per business requirement)

Hemalatha

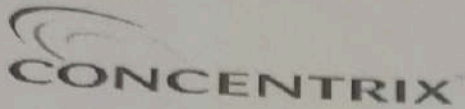
Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Gallagher Service Center LLP

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



Date:- 24-Feb-20

Subject: Expression of Interest - Campus

Dear Jayanth Singh G,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

CNX/REC/ART/AGHR/EOI/5.0

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Date: 06-Apr-2021

Juveria Khalid

Dear Juveria,

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum	Per Month
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
Fixed Emolument	216346	18029
Performance Based Incentive*	8654	721
Total Emoluments (A)	225000	18750
Benefits B		
Employer's contribution of ESI	6331	
Gratuity**	8639	
Total Benefits (B)	14970	
Cost To Company (CTC):Total (A+B)	239970	
Deductions		
Employer's Contribution to Provident Fund		1797
Employee's Contribution to Provident Fund		1797
Employee's Contribution to ESI		122
Net pay		14313

*Compensation would be as per company prevailing policies.

Date of joining: (Apr-Jun 2021) Tentative

(* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Your appointment is subject to the following:

1. Back ground check
2. You clearing your final semester/year exams with 50% aggregate

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10-December-2020

Kathyayini N
Bangalore

Reg: Offer of employment

Dear Kathyayini,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will **Bangalore - RGA**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **14-December-2020** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

On the Date of Joining, you are required to produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence on the Date of Joining and subject to completion of all joining formalities, including those conditions mentioned above. The joining conditions also include you being present to complete the Legato induction and on-boarding process. In the current remote working environment, this will include you being physically present at the address provided by you during the on-boarding process with Legato and being able to receive Legato company property including the laptop as part of the induction and on-boarding process within the time period as stipulated by Legato to you. You will also need to complete related induction processes, which may be conducted remotely by Legato at its discretion. Please note the Legato property including, but not limited to, the laptop, intellectual property, notes, reports etc., as may be provided to you are the property of Legato at all times and are to be used with utmost care. The property of Legato is subject to inspection by Legato personnel at any time with or without notice.

You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you and the entire induction and on-boarding process has been completed as discussed above, please note that no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Kathyayini N
Date:

Legato Health Technologies LLP | www.legatohealth.com

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road, Nagavara, Bengaluru, Karnataka - 560045
Ph: 080-6152-0000 | GSTIN: 29AAHFL3010G2ZL

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Date: 12th March 2020

Kavya L

Dear Kavya L,

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

	Per Annum	Per Month
Emoluments A		
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
Fixed Emolument	216346	18029
Performance Based Incentive*	8654	721
Total Emoluments (A)	225000	18750
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Deductions		
Employer's Contribution to Provident Fund		1797
Employee's Contribution to Provident Fund		1797
Employee's Contribution to ESI		122
Net pay		14313

*Compensation would be as per company prevailing policies.

**"CTC can be revised subject to statutory amendments applicable for the state"

* Date of joining: (July/August/September 2020 Tentative)

(* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Kavya L

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 66

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

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

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

Ref No: 14628208

30-Sep-2020

Keerthan Kumar M

Dear Keerthan Kumar,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Process Executive - Data** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Bangalore**.

Your Annual Total Compensation will be **Rs.215,499**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We request you to join us on or before **08-Oct-2020**.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Keerthan Kumar M	Designation: Process Executive - Data
-------------------------------	--

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1431.25	17,175
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4970	59,640
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	457	5,484
	Annual Gross Compensation		215,499
	Annual Total Compensation		215,499
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Annual Total Remuneration		231,499

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages

- For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

ESI

- Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month which includes any recurring (or) adhoc special payouts during the month
- Contribution to ESI shall be continued till end of the contribution period, if the Associate contributes even for one month in a contribution period

* Flexible Benefit Plan: Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

Note:

- Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

• Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.



Date:- 24-Feb-20

Subject: Expression of Interest - Campus

Dear Kritika Sharma,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

Joining Report

Dear Candidate,

Ref: Your offer of employment-dated 15th December 2020

In accordance with your offer of appointment, I am joining your company today on 18/12/2020 (DD/MM/YYYY) as Process Executive (Designation/role) at your location Bangalore (Location of Induction) Facility.

I hereby acknowledge that I have attended/undergone the induction program and understood the requirements from the compliance induction training and security awareness training.

Yours Sincerely,

Signature: Lakshmi.V

Name: Lakshmi.V Place: Bangalore

Declaration for Submission of Documents

1. Passport:

I am required to submit a valid passport copy within 3 months from date of joining i.e. 18/03/2021 (DD/MM/YYYY). At the end of 3 months if I fail to submit the same, I authorize Infosys to initiate background verification on my behalf, and the cost will be deducted from my salary.

Date: 18/12/2020 Signature: Lakshmi.V
 Name: Lakshmi.V Emp No: 9027335

2. Mandatory Documents:

I confirm to submit the following pending mandatory documents required for continuous employment with the company by 18/01/2021 (DD/MM/YYYY) - (Maximum 1 month from DOJ). The company reserves the right to take necessary corrective/ disciplinary action including termination of employment if I fail to submit the required documents by the above agreed date.

Mandatory Documents Pending:

- 1. Degree Certificate from BV
- 2. _____
- 3. _____
- 4. _____

Date: 18/12/2020 Signature: Lakshmi.V
 Name: Lakshmi.V Emp No: 9027335

Declaration

I Lakshmi.V hereby declare that I have been briefed on all the points mentioned below:

- I am aware I need to work for 46.25 hours a week (5 Day working). Weekly off's may not be on Saturday and Sunday. Public holidays may be process specific and may not necessarily fall on Indian festival and holidays.
- I am aware I need to work in any shifts- UK/US/APAC (Night shift, Mid Night shift, Early Morning shift, Afternoon shift etc.)
- My family is well aware that I need to work in night shifts and they have no problem on the same.
- I am medically fit to work for late night shift and have no complaint on the same.
- I am open to working in any process allocated to me by the organization be it a Tech, Semi Tech or a Non-Tech process.
- I understand that I have to be within the transportation boundary to avail the company transportation facility. (I have referred the transportation boundary Map)
- I have clearly understood the compensation offered to me and I completely agree.
- All information provided by me on my education, previous employment, and previous earnings is true and can be supported by relevant official documents.
- In case there is a Background Verification required in the process which is allocated to me and found to be negative, my employment will be terminated with immediate effect.
- I have read and understood the above mentioned points and agree to follow the same.

Please write the below given sentence in your own handwriting.

"There are no other commitments made by any member of the Recruitment team apart from those mentioned above/Letter of Intent. I understand the above conditions and agree to abide by the same".

"There are no other commitments made by any member of the Recruitment team apart from those mentioned above/Letter of Intent. I understand the above conditions and agree to abide by the same"

On 18/12/2020 at (Location) JBPM Bangalore

Candidate: Name: Lakshmi.V

Employee #: 9024335

Signature: Lakshmi.V

Gender: Female

Letter of Interest

To : M.P. Lalana

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM 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:

1. 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.
2. 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.
3. 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.
4. 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.
5. 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 BPM.

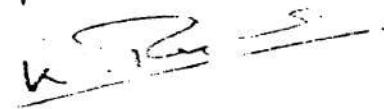
For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD



Signature:
Issuer's Name: HIMANSHU
Issuer's Emp. No.: 9009127



Name: M.P. Lalana
Date: 12 Feb 2020
Location: Bangalore.

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310

Plot Nos. 26/3, 26/4 and 26/6
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405 / 4187 9999
F 91 80 2852 2411



Date:- 03-Apr-20

Subject: Expression of Interest - Campus

Dear MADHURA N,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Date:- 24-Feb-20

Subject: Expression of Interest - Campus

Dear Medhuri R,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of Advisor, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

Letter of Interest

To

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM 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:

1. 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.
2. 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.
3. 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.
4. 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.
5. 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 BPM.

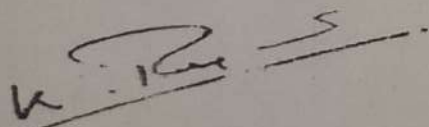
For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

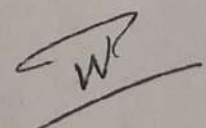
Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:


Raghavendra K
Senior Vice President &
Global Head- HRD


Signature:
Issuer's Name: HIMANSHU
Issuer's Emp. No.: 9009127

Name: Manoj M
Date: 12 Feb 2020
Location: Bangalore
INFOSYS BPM LIMITED
(Formerly Known as Infosys BPM)
CIN: U72200KA2002PLC030310

Plot Nos. 26/3, 26/4 and 26/5
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405 / 4187
F 91 80 2852 2411

www.infosysbpm.com



Insurance | Risk Management | Consulting

Date: 13th March 2020

Manoj Nayaka

Dear Manoj Nayaka

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum	Per Month
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
Fixed Emolument	216346	18029
Performance Based Incentive*	8654	721
Total Emoluments (A)	225000	18750
Benefits B		
Employer's contribution of ESI	6331	
Gratuity**	8639	
Total Benefits (B)	14970	
Cost To Company (CTC): Total (A+B)	239970	
Deductions		
Employer's Contribution to Provident Fund		1797
Employee's Contribution to Provident Fund		1797
Employee's Contribution to ESI		122
Net pay		14313

*Compensation would be as per company prevailing policies.

**"CTC can be revised subject to statutory amendments applicable for the state"

* Date of joining: (July/August/September 2020 Tentative)

(* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Gallagher Service Center LLP

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700
Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 082, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAI- 5010 - ('Registered with Limited Liability')
(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)

MOHITH S**939/45/1, 8TH MAIN, 6TH CROSS, PRAKASHNAGAR****KARNATAKA -560021****APPOINTMENT LETTER**Dear **MOHITH S.**

Subsequent to the meetings between **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of **Representative, Operations** in Comp Grade **12**. This would be your Social Job Title and your Job profile, would be **Advisor I, Transaction Processing**. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be **Bangalore**.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from **20/01/2021** or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on **19/01/2021** failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at **arshbeer.wadhwa1@concentrix.com** to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.1

Concentrix Daksh Services India Private Limited

Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place
New Delhi- 110001, India

91 11 68187745

CIN: U72200DL1999PTC102972

info@concentrix.com · www.concentrix.com

1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date. (Document Checklist)

2. Terms and Conditions:

2.1 Valid Passport:

(A) Comp Grade 12 & 11: Clause 2.1.1

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

In the event that you fail to submit a copy of your passport within 180 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company.

(B) Comp Grade 10: Clause 2.1.2

If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. In the absence of a valid passport, proof of having applied for passport should be submitted on the day of joining and a copy of your valid passport should be submitted within 90 days from date of joining. Failure to do so may lead to termination of your employment.

However, In the event that you fail to submit the copy of passport within 90 days from date of joining, the Company may instead (and at its sole discretion) require you to undergo a background check from a service provider identified and approved by the Company. Such background check will verify details such as your residential details, criminal records, and other details as determined by the Company.

2.1.3 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).

2.2 While in the employment of the Company, you may be required to undergo mandatory on-the job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:

- a) Require you to undergo another training program; or
- b) Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated; or
- c) Terminate your services.

2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.1

2.4 Your employment with the company shall at all times be subject to the receipt of satisfactory reference / verification checks, which may include criminal, financial and any other background checks as required by the Company based on its business requirements. The Company will terminate your employment in the event of an unsatisfactory background check. In the event of negative background verification, the company at its sole option, may allow you to provide justification / explanation for re-verification with supporting documents, in response to its show cause notice, so issued. In such event, you will be put on 'Leave without pay' from the date of issue of show cause notice until the revised findings are received for final closure of the case.

2.5 The Company may, at its sole discretion, also require you to undergo a drug test at any time. If such drug test indicates use of an illegal drug or a non-medically prescribed controlled substance and/or alcohol dependence, the Company reserves the right to take suitable action against you, including but not limited to termination of your services.

2.6 The Company may pay you such fixed amount/ stipend as it may so decide, during the period of your undergoing structured process/ product and other essential training sessions. Performance incentive will be applicable to you only after you commence regular working in operations.

2.7 The initial period of probation is 365 days from your date of joining. You will be deemed to be confirmed at the end of the probation period unless communicated otherwise, through normal and accepted modes of employee communication within the company.

2.8 During the period of probation, your services may be terminated by either party giving the other **15 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, no such notice or notice pay shall be payable in case your services are terminated on account of failing the background check, for misconduct or if you are unable to provide sufficient documentary evidence to establish your employment history credentials.

2.9 After confirmation and thereafter, your services may be terminated at any time by either party giving the other a **30 Days** notice or **gross** salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you **gross** salary for the notice period. However, due to exigencies of business, the Company at its sole discretion may not agree to take the **gross** salary in lieu of notice and ask you to serve the entire or part of the notice period. No such notice or notice pay shall be payable by the organization in case your services are terminated on account of any misconduct by you.

2.10 In the event that you are transferred by the Company to another position (which may include transfer to a new role, competency, or office) or location of the Company, the terms and conditions applicable to the new position or location (including, but not limited to the compensation and benefits, allowances, entitlements, rules, regulations and conditions of service of such new position or location) shall apply to you.

2.11 You will automatically retire on attaining the age of 58 years. The age as declared in your application shall be binding on you. An extension, however, may be given at the discretion of the Company. You may be retired earlier if found medically unfit.

2.12 While in the employment of the Company, you are in no way allowed to be employed by any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

2.13 You confirm that you have disclosed fully to the Company all your business interests whether or not they are similar to or in conflict with the business or activities of the Company. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment.

2.14 You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and authorized by the Company to assign such duties and responsibilities.

2.15 You are expected to maintain an acceptable level of performance during your tenure with the organization. Failure to meet expected standards may lead to initiation of Performance Improvement Plan and/ or termination in case of no improvement in performance.

2.16 The company will work 7 days a week, 24 hours a day. You will be required to work up to 48 hours a week and such other hours as may be reasonably required to complete your business duties. Your weekly off may not necessarily be for 2 days and not necessarily be on Sunday.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.1

3. Confidentiality

3.1 The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your employment with the Company, any information about the interest or business of the Company or any affiliated Companies or any information pertaining to their clients and/or with the end consumers of our clients – the information you may have acquired while in the employment of the Company.

3.2 You shall not communicate to public papers, journals, pamphlets or leaflets, any information or documents, official or otherwise relating to the Company except with the prior approval of the Company.

3.3 Upon separation from the Company, you shall return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control.

3.4 You will abide by the information security policy of the company and all the rules and regulations contained therein.

3.5 Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

3.6 Information pertaining to the Company's operations shall remain confidential and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you.

3.7 During the course of your employment you may come across a lot of information related to the clients that the Company deals with and/or with the end consumers of our clients; any such information is strictly confidential and you shall not disclose it to any unauthorized person.

4. The Company expects you to respect all matters, which are Intellectual Property Rights of your current employer, and strongly discourages you to bring in to the organization, manuals, documents, papers, memos, and files etc., which are classified.

5. All communication between the employee and the Company shall deemed to have been effectively served if delivered to you personally or sent to the current residential address already mentioned here in the letter. You shall inform the Company about any change in the residential address in writing within 3 working days and get the acknowledgement. In the event of failure on the employee's part to discharge this obligation, the service of any communication shall be deemed to be complete and effective on the address mentioned herein.

6. This appointment is based on the information supplied by you in your application for employment and will otherwise be treated as null and void if a material error, in the Company's opinion is discovered and/or due to non-disclosure of relevant information about you to the company.

7. The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

8. Your continuance in employment is subject to your maintaining clean criminal and financial records.

9. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

10. You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.

11. "Female employee will be eligible for all the benefits, as applicable under the provisions of the Maternity Benefit Act, 1961, and the Rules made there-under, as amended from time to time.

12. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.1

It is highly recommended that before you begin your journey with Concentrix, please visit the website www.concentrix.com. 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 Concentrix, we're changing the world every day and we will be delighted to have you as part of our team.

Please sign the copy of this offer letter and return it to us as an indication of your interest in joining us on the given date. Please note that your employment stands confirmed only after you complete your joining formalities on the reporting date. This offer is liable to be withdrawn based on business requirements at any time prior thereto.

The terms of this offer are strictly confidential between you and the Company.

Yours sincerely,

Signature Not Verified

Digitally signed by DS CONCENTRIX DAKSH SERVICES INDIA PRIVATE LIMITED
3
Date: 2021.01.18 19:02:45 +05:30
Reason: Concentrix Hiring
Location: Bangalore



Authorized Signatory (Please Sign above)

I agree to accept employment on the above-mentioned terms and conditions. I will report for duty on 20/01/2021.

Candidate Name : MOHITH S

Candidate's Signature : _____

Date : _____

Date: 13th March 2020**Mohammed Bilal**Dear **Mohammed Bilal**

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum	Per Month
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
Fixed Emolument	216346	18029
Performance Based Incentive*	8654	721
Total Emoluments (A)	225000	18750
Benefits B		
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Gratuity**	8639	
Total Benefits (B)	14970	
Cost To Company (CTC): Total (A+B)	239970	
Deductions		
Employer's Contribution to Provident Fund		1797
Employee's Contribution to Provident Fund		1797
Employee's Contribution to ESI		122
Net pay		14313

*Compensation would be as per company prevailing policies.

**"CTC can be revised subject to statutory amendments applicable for the state"

* **Date of joining:** (July/August/September 2020 Tentative)

(* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Gallagher Service Center LLP

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

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

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

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

Regd. Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore - 560 103,
Karnataka, India.
Main - +91 (80) 40178500, Fax - +91 (80) 40178510
CIN - U72300KA2005PTC048089.

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone-II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No. 72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91 (20) 48538200, Fax - +91 (20) 48538210



**NORTHERN
TRUST**

Date: 18/Jan/2020

Letter of Intent

Dear Moni H. M. G

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with **Northern Operating Services Private Limited** ("Northern") as "**Analyst**", in our Bangalore office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	2020
Salary	Your Annual Fixed Pay will be INR 265,198 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
Retrials	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: - Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme - Private Health Insurance for self, spouse, children and either of parents or parents in law; - Accident insurance and - Life assurance
Conditional Offer	Your appointment as " Analyst " with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining NOS; failing to do so may amount to NOS taking corrective action which could lead to you being terminated from NOS 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records; 3. Receipt of written references; 4. Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.); 5. You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers. 7. Achieving and maintaining an acceptable standard for compliance purposes; 8. Written acceptance of this letter of intent.
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 'NOSPL Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.
Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with NOSPL will be considered to have been successfully completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 Days prior to termination of the appointment



NORTHERN
TRUST

Salary Break up Annexure

Name:

Date:

Salary Component	Amount (INR)
Basic	95,600
House Rent Allowance	38,240
Statutory Bonus	10,000
Flexible Cash Component	95,160
Total Fixed Pay (TFP)	239,000
Short Term Incentives	0-10%
Retirals [Employers Contribution]	
Employer's contribution to PF	21,600
Gratuity	4,598
Sub Total	26,198
Annual Fixed Pay (TFP + Retirals)	265,198
Monthly Gross	19,917

Yours sincerely,

(For) Northern Operating Services Private Limited


Pearly Nanaiah

Vice President, Human Resources

Acknowledgement

I have received a copy of my particulars of employment; I understand the contents and agree to abide by it. I hereby accept the offer of employment with Northern as detailed in the Letter of intent above:

Sign & Date: 18/01/2020 Monitha

Name & Address: Monitha M.G., No 103 NHCS

LAYOUT, 3rd Stage, 4th Block, Basaveshwara Nagar, Bangalore - 560079

Contact Number: 7259827141

Start Date: June / July

NTAC:1HS-16

Letter of Interest

To

MUKESH KARANTH B.V

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM 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:

1. 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.
2. 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.
3. 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.
4. 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.
5. 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 BPM.

For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD



Signature: 1
Issuer's Name: HIMANSHU
Issuer's Emp. No.: 9009127

Name: MUKESH KARANTH B.V
Date: 12 FEB 2020
Location: BANGLORE

INFOSYS BPM LIMITED
(Formerly Known as Infosys BPO Limited)
CIN: U72200KA2002PLC030310

Plot Nos. 26/3, 26/4 and 26/6
Hosur Road, Electronics City
Bengaluru - 560 100, India
T 91 80 2852 2405 / 4187 9999
F 91 80 2852 2411

www.infosysbpm.com

Subject: Expression of Interest - Campus

Dear Nadiyah L.,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

Date: 13th March 2020

Nagesh.C

Dear Nagesh

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum	Per Month
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
Fixed Emolument	216346	18029
Performance Based Incentive*	8654	721
Total Emoluments (A)	225000	18750
Benefits B		
Employer's contribution of ESI	6331	
Gratuity**	8639	
Total Benefits (B)	14970	
Cost To Company (CTC): Total (A+B)	239970	
Deductions		
Employer's Contribution to Provident Fund		1797
Employee's Contribution to Provident Fund		1797
Employee's Contribution to ESI		122
Net pay		14313

* Compensation would be as per company prevailing policies.

** CTC can be revised subject to statutory amendments applicable for the state"

* Date of joining: (July/August/September 2020 Tentative)

(* - Based on completion of exams and as per business requirement)

Nagesh.C

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Gallagher Service Center LLP

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

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No. +91 80 4034 3434 / 6191 6000

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

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

Date: 17-Dec-2020

Mr. / Ms. Poornima S

Dear Poornima,

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

1. Date of joining

Your appointment is effective from the date of joining which shall be as early as but not later than **17-Dec-2020**.

2. Salary

Your gross compensation will be **Rs. 2,39,970/- (Rupees Two Lakhs Thirty Nine Thousand Nine Hundred and Seventy Only)** per annum, on a **cost to company (CTC)** basis. The breakdown of the CTC will be as specified under various line items as set out in Schedule A. Statutory deductions such as Income Tax, Profession Tax, and Employee Provident Fund would be deducted in line with the prescriptions of the respective Acts. Your compensation is strictly confidential and may not be shared with anyone.

3. Salary review

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

4. Incentive

You can earn an incentive after three months from your date of joining; you can earn an incentive up to 4% of your Fixed emoluments, i.e. maximum of **Rs. 8654 /- p.a.**, which is a part of your total emoluments as mentioned in the annexure and this shall be linked to your performance and shall be governed by the Company rules and policy.

5. Leave

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

6. Retirement

The retirement age is 58 years.

7. Probation & Confirmation:

You will be on probation for 6 months from the date of commencement of your services. The Company may at its discretion, extend such probationary period subject to your performance. During the Probation Period, your services are terminable by **15 days'** notice by either party. On completion of six months it will be an automatic movement to permanent roles, unless otherwise notified. On confirmation, your employment will be subject to termination on **'30 days'** notice by either party.

8. Other Work

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

Gallagher Service Center LLP

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

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Annasalai, Kodigehalli Gate, Hebbal, Bengaluru - 560 032 (INDIA) Tel No: +91 80 4334 3404 | 191 8833

LLPIN: AAI 5010 (Registered with Limited Liability)

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTU128475) sp. on February 07, 2017)

9. Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

10. Responsibilities

You will always need to be aware of the responsibilities and duties attached to your position and conduct yourself accordingly. Your work in the Company will be subject to the rules and regulations of the Organization as promulgated and modified from time to time in relation to conduct, discipline and other conditions of service.

11. Travel

You will be required to undertake travel on the Company's work and your travel expenses will be reimbursed as per the travel policy and rules applicable to your level.

12. Confidential information

12.1 "Confidential information" shall mean and include, but not be limited to the Company's product schematics, drawings, software (object code & source code), data, database, product plans, designs, protocols, prices, finances, marketing plans, business opportunities, personnel related information, sales and customer information, business policies, practices and strategies, information received from other entities which the Company is obligated to keep confidential, and research and development results which have not been:

- previously published or disclosed to the general public;
- previously available without restrictions; and
- which information the Company desires to protect against unrestricted disclosure or use.

12.2 "Confidential information" will however, not include information that:

- is or enters the public domain through no fault of yours
- is known and has been reduced into tangible form by you prior to the time of disclosure
- is independently developed by you without access to or use of the proprietary information
- is generally made available to you by the Company without restriction on disclosure or
- is disclosed by you with the Company's written consent.

12.3 You will not at any time, without the written consent of a Director, make copies or disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs, administration, software or project being carried out, whether the same may be confined to you or become known to you in the course of your service or otherwise.

12.4 By accepting the present terms of appointment, you are acknowledging that the Company is the proprietor of the confidential information as detailed in paragraph 12.1.

12.5 By accepting the present terms of appointment, you are further acknowledging that the "Confidential information" as aforesaid, is being exposed to you in trust and that the same would only be used by you for and in the interest of the Company and particularly in order to further the purposes of your employment with the Company. The aforesaid "Confidential Information" will not be used or disclosed by you, during the course of your employment with the Company, for the benefit of any other entity or person, without the written consent of the Board of Directors of the Company.

12.6 You will not, after the termination of your employment with the Company, use the "Confidential Information" as aforesaid, either personally or during the course of employment with your future employers.

12.7 You acknowledge that the restrictions imposed under the present terms of employment are reasonable and are necessary in order to protect the Company's legitimate interests and that the violation by you of these restrictions would cause damage to the Company entitling it to, *inter alia*, injunctive relief.

13. Intellectual Property Rights

13.1 "Intellectual Property Rights" shall mean all intellectual property (whether registered or not registered) created, developed or acquired by the Company in respect of its products, including but not limited to copyrights, trademarks, designs, trade secrets, confidential information and patents.

13.2 You acknowledge the ownership of the Company in respect of all Intellectual Property associated with its products and undertake that you will not, either during or after the termination of your employment with the Company, infringe, cause to infringe or abet the infringement of these rights.

13.3 The ownership of any Intellectual Property that you may create or develop for the Company, during the course of your employment, will vest in the Company, for all territories in the world and for their entire term of protection, your remuneration being adequate consideration.

14. Protection of interest

If you conceive any new or advanced methods of improving processes, systems or software in relation to the operation of the Company, such developments will be fully communicated to the Company and will be and remain the sole right/property of the Company.

15. Past records

If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information or if you violate any of the terms and conditions of appointment, in such case, you will be liable to be removed from services without any notice.

16. Termination notice

On successful completion of the service agreement /Probation your employment is terminable by one months (30 days) notice on either side or either Party is not bound to give any reason thereof. Your release/relieving will be subject to you serving the one months' notice period and satisfactory handing over of your duties, responsibilities, company documents, company assets, etc. to the company.

17. After termination

On termination of employment you will immediately deliver-up to the Company all its properties including correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, floppy diskettes, magnetic media, effects or records, etc. and shall not make copies or retain any of these items.

18. Abandonment

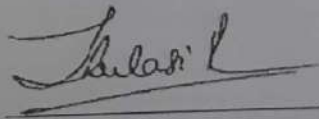
You shall be punctual and regular in your attendance. If you remain absent for 2 consecutive days or over-stay beyond sanctioned leave by 2 or more consecutive days, you shall be deemed to have voluntarily separated / abandoned from the services of the Company and lose right on the job."

19. Conditional offer

This is a conditional offer subject to successful completion of Background verification. You'll be intimated once these formalities are completed.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter.

Yours faithfully,
For Gallagher Service Center LLP



Thulasi R
Senior Service Delivery Manager- Human Resource

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Date: 17/12/2020

Signature: Poornima S

Annexure

Emoluments A	Per Annum	Per Month
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
Fixed Emolument	216346	18029
Performance Based Incentive*	8654	721
Total Emoluments (A)	225000	18750
Benefits B		
Employer's contribution of ESI	6331	
Gratuity**	8639	
Total Benefits (B)	14970	
Cost To Company (CTC): (A+B)	Total	
	239970	
Deductions		
Employer's Contribution to Provident Fund		1797
Employee's Contribution to Provident Fund		1797
Employee's Contribution to ESI		122
Net pay		14313

** Performance Based Incentive: A variable pay component is 4% of your fixed salary which is linked to your performance and payable monthly as per your performance rating

*** Gratuity: Amount is to be paid as per Payment of Gratuity Act, 1972.

In addition to above compensation:

- You will have the potential to earn overtime amount of Rs.1500/- (approx.) per month.
- You can earn incentive of Rs.4,000/- upon clearing international domain certification.

This appointment letter is subject to the following:

Background verification Check (being clear)

Name: POORNIMA SRINIVAS

Place: Bangalore

Signature: Poornima S

Date: 17/12/2020

Annexure - II

Components	Description
Statutory Pay	Paid in advance on monthly basis as per Payment of Bonus Act. Amount is subject to change basis statutory amendments applicable for the state.
House Rent Allowance	Paid monthly and is subject to tax exemption on submission of relevant documents as per Income Tax rule at the end of Financial Year
Employer Contribution to PF	Company's contribution to Provident Fund - 12% of Basic Salary capped at Rs.21600 per annum. Amount is credited to employee's PF account directly.
Special Allowance	Special allowance is a taxable allowance. This is subject to review and may change or be adjusted against other components of Total Emoluments at company's discretion
Performance Based Incentive	* Paid monthly up to 150% of the amount indicated above and is linked to your monthly performance rating.
Total Emoluments	* Sum of fixed Emoluments & Performance based Incentive. Salary increments are done on this component and not total CTC which includes benefits.
Employer Gratuity	*As per Payment of gratuity Act - Eligible for payout on completion of 5 years at the time of separation
ESI Employer contribution	*As per Employees State Insurance Act -Contribution by employer to facilitate medical benefits. Is currently at 4.75% of monthly earnings
Mediclaim Insurance	Premium for Insurance coverage as indicated below: Medical insurance cover of Rs. 2 Lakhs Accident Cover 1 time annual CTC, Term life coverage up to 1 time annual CTC(in case of demise)
Night Shift Allowance	*Amount is paid for the days worked in nightshift as per policy. Allowance is subject to change as per managements discretion

*Salary components are subject to changes as per Management Discretion

Name: POORNIMA SRINIVAS

Place: BANGALORE

Signature: Poornima.S

Date: 17/12/2020

HRD/InfosysBPM/1000690985

15-December-20

Mr. Prajwal Kumar S

206/B, 14th A main road, Subramanyanagar,
Milk Colony, Bangalore, Karnataka-560021.

STRICTLY PRIVATE & CONFIDENTIAL

Dear Prajwal Kumar S,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a)	Role	:	Process Executive
b)	Role designation	:	Process Executive
c)	Job Level	:	2B
d)	Date of Joining	:	18-December-20
e)	Location of Posting	:	Bangalore KEC
f)	Gross Salary per month	:	Rs. 19250/-

Please refer to the Appendices to this letter for details of your CTC and other allowances.

We are pleased to inform you that you will be additionally covered under "**Infosys Performance & Loyalty 2.08 Plan**", upon completion of a minimum of 18 months with Infosys BPM Limited. This is subject to your successful completion of requisite certifications and meeting performance criteria as laid down by the organization. Your compensation will also be revised on achievement of this milestone to INR 208,000 per annum in the subsequent quarter, subject to fulfilling the conditions as laid out in the policy.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

- **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

Regd. Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore - 560 103,
Karnataka, India.
Main - +91 (80) 40178500, Fax - +91 (80) 40178510
CIN - U72300KA2005PTC048089.

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone-II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No. 72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91 (20) 48538200, Fax - +91 (20) 48538210



Date: 18/Jan/2020

Letter of Intent

Dear ... P. Prithvishankar . K . S

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with **Northern Operating Services Private Limited** ("Northern") as "**Analyst**", in our Bangalore office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	2020
Salary	Your Annual Fixed Pay will be INR 265,198 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
Retrials	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: - Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme - Private Health Insurance for self, spouse, children and either of parents or parents in law; - Accident insurance and - Life assurance
Conditional Offer	Your appointment as " Analyst " with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining NOS; failing to do so may amount to NOS taking corrective action which could lead to you being terminated from NOS 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records; 3. Receipt of written references; 4. Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.); 5. You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers. 7. Achieving and maintaining an acceptable standard for compliance purposes; 8. Written acceptance of this letter of Intent.
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 'NOSPL Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.
Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with NOSPL will be considered to have been successfully completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 Days prior to termination of the appointment



Date: 13th March 2020

Priya Darshini P

Dear Priya Darshini P

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum	Per Month
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
Fixed Emolument	216346	18029
Performance Based Incentive*	8654	721
Total Emoluments (A)	225000	18750
Benefits B		
Employer's contribution of ESI	6331	
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Deductions		
Employer's Contribution to Provident Fund		1797
Employee's Contribution to Provident Fund		1797
Employee's Contribution to ESI		122
Net pay		14313

* Compensation would be as per company prevailing policies.

** "CTC can be revised subject to statutory amendments applicable for the state"

* Date of joining: (July/August/September 2020 Tentative)

(* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Gallagher Service Center LLP

Priyadarshini P

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

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Habbal, Bengaluru - 560 092, (INDIA) Tel No. : +91 80 4034 3434 / 6191 6000

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

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



Date:- 03-Apr-20

Subject: Expression of Interest - Campus

Dear Raksha N,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

Regd. Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore - 560 103,
Karnataka, India.
Main - +91 (80) 40178500, Fax - +91 (80) 40178510
CIN - U72300KA2005PTC048089.

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone-II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No. 72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91 (20) 48538200, Fax - +91 (20) 48538210



Date: 12/Jan/2020

Letter of Intent

Dear Rohith V. Salimath

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with **Northern Operating Services Private Limited** ("Northern") as "**Analyst**", in our Bangalore office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	2020
Salary	Your Annual Fixed Pay will be INR 265,198 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
Retrials	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: - Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme - Private Health Insurance for self, spouse, children and either of parents or parents in law; - Accident insurance and - Life assurance
Conditional Offer	Your appointment as " Analyst " with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining NOS; failing to do so may amount to NOS taking corrective action which could lead to you being terminated from NOS 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records; 3. Receipt of written references; 4. Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.); 5. You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers. 7. Achieving and maintaining an acceptable standard for compliance purposes. 8. Written acceptance of this letter of Intent.
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 'NOSPL Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.
Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with NOSPL will be considered to have been successfully completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 Days prior to termination of the appointment

Refinitiv India Shared Services Private Limited
(Formerly known as F&R India Operations and Shared Services Private Limited)
Registered Office: One World Center, 12th Floor
Tower 1, 841 Senapati Bapat Marg,
Mumbai 400 013, Maharashtra, India
Phone: +91 22 6180 7001
Fax: +91 22 6180 7700
CIN: U72200MH2018FTC309675



April 16, 2021

Rohith CL
No 9/7, C Main Road 3rd Cross, Basappa Garden,
Pipe Line Malleswaram, Bangalore - 560003

Dear Rohith,

Following our recent discussions, we are delighted to extend an offer of employment to you.

Enclosed is a Summary of Key Terms, any applicable Schedule/s and Detailed Terms and Conditions which set out important conditions relating to your employment and which, together, form your employment agreement ("Agreement") with **Refinitiv India Shared Services Private Limited**, (now a part of LSEG, London Stock Exchange Group).

This offer is conditional upon you satisfying the relevant recruitment and screening conditions and procedures, and where applicable, the appropriate regulatory approvals.

On or before your first day of employment, you will need to provide written documentation which proves your eligibility to work in India.

You will also need to sign a copy of your Agreement (enclosed), confirming that you have read, understood and accept the terms set out in your Agreement.

We look forward to welcoming you to the Company.

Yours sincerely,

DocuSigned by:
Rakesh Kumar
9C170EEADDE0422...
Rakesh Kumar
Senior Manager – People Function

Encl

- Summary of Key Terms
- Detailed Terms & Conditions
- Benefits Summary

Summary of Key Terms

THIS AGREEMENT is made on **April 16, 2021**

BETWEEN

- (1) Refinitiv India Shared Services Private Limited, a company which has its registered office at One World Centre, 12th Floor Tower 1, 841 Senapati Bapat Marg, Mumbai 400013, (the "Company"); and
- (2) Rohith CL having address No 9/7 C Main Road 3rd Cross Basappa Garden Pipe Line Malleswaram Bangalore North, KA 560003 (the "Employee")

1. Employing Company

Refinitiv India Shared Services Private Limited.

You consent to the transfer of your employment under this agreement to a Group Company at any time during your employment.

"**Group Company**" means the Company and all companies which are for the time being either a Holding Company of the Company or a Subsidiary of either the Company or any such Holding Company, including any of their predecessors, successors or assigns or any company which is designated a Group Company at any time by the directors of the board of the London Stock Exchange Group (LSEG) or the Company and any firm, company, corporate or other entity or organisation:

- a. that is directly or indirectly controlled by the Company, or
- b. that directly or indirectly controls the Company; or
- c. that is directly or indirectly controlled by a third party who also directly or indirectly controls the Company; or
- d. in which the Company or any Holding Company or Subsidiary is directly or indirectly beneficially interested in 10% (ten per cent) or more of that company's issued ordinary share capital.

"**Subsidiary and Holding Company**" in relation to a company mean "subsidiary" and "holding company" as defined under the Companies Act, 2013.

2. Position and Function

Your role will be **Associate Content Analyst**, Production.

3. Place of Work

Block A, No.36/2 And 124, Diyyasree Technopolis, Yamalur Village, Amani Bellandur Kane, Varthur Hobli, Off Hal Airport Road, Bangalore – 560037. You may be required to work in other locations as reasonably expected by the business and in accordance with the duties of your role.

4. Start date

Your employment will commence on **May 03, 2021** (the "Start Date").

Your employment is subject to the Employment Requirements (set out in the Detailed Terms & Conditions) being met to the Company's satisfaction, as required.

Please inform the Company of any change in circumstances which may prevent you from starting work on the Start Date.



Should your employment not commence on this date then the offer of employment and terms and conditions set out in the Agreement shall automatically lapse, be deemed void and have no purpose or effect.

5. Probation Period

Your employment is subject to a Probationary Period of **6 months** or any additional period which the Company requires. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.

During the Probationary Period either you or the Company can terminate your employment by giving the other party **30 days** written notice.

6. Hours of Work

You will work a minimum of 40 hours each week, plus any additional hours which the Company requires for the proper performance of your role. You may be entitled to overtime payments, please refer to the Special Shift & Extra Hour Policy for more details.

7. Salary

Your Total Fixed Pay (TFP) will be **₹. 255,000.00** per annum and is inclusive of your Basic salary of ₹. 189,600.00 per year, Employer's contribution towards Provident Fund of ₹. 22,752.00 per year, Flexi Benefit Plan of ₹. 42,648.00 per year respectively (less tax and statutory deductions) (the "Salary").

Salary is payable as per the normal payroll practices of the Company and in any case no later than the 10th of the following calendar month. Please see the Flexi Component Breakup schedule for more information.

8. Discretionary Bonus

You will be eligible to participate in the Bonus/Annual Incentive Plan (AIP) subject to its terms and conditions. Your annual incentive compensation target for this plan will be **6%** of your pro-rated Salary. Your bonus opportunity will range between 0% and a maximum of 200% of your annual incentive compensation target. The terms and conditions of the Bonus/AIP and the payments made are subject to the plan rules and may be varied from time to time by the Company in its absolute discretion.

Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be considered in satisfaction of (i.e., adjusted towards) the bonus payable based on profits as per the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

9. Annual leave

You will be entitled to leave and holidays in accordance with the Company's Time-off policy, as may be amended from time to time.

10. Retirement Age

Your normal retirement age with the Company will be set out in the Company's Retirement Policy in force at the relevant time.

11. Benefits

You are eligible to participate in the Company benefit plans which are set out in the enclosed benefits summary and does not form part of this Agreement.

12. Notice Period

Either you or the Company may terminate your employment by giving the other party at least **60 days'** written notice or such lesser period of notice which applies during your Probationary Period.

13. Confidentiality

It is important that you recognise that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

14. Data Privacy

It is important that you recognise that during your employment with the Company you will have access to, and be entrusted with, confidential information and trade secrets relating to the Company and its Group Companies and any of our clients and customers. Both during and after your employment you must comply with all policies and procedures relating to confidentiality, confidential information, trade secrets and any stricter policy which applies to your role.

15. Post-Termination Restrictions

To protect the interests of the Company and/or each Group Company, you must not for a period of 3 months following the termination of your employment (the "Restricted Period") be involved in or carry out certain non-solicitation or poaching activities as set out in further detail in your Detailed Terms & Conditions at paragraph 19.

16. Training

You must complete mandatory training, which will be organised by the Company, and be dependent on your role and may include the following: (this list is not exhaustive)

- Code of Conduct/Code of Business Conduct & Ethics;
- Anti-Bribery & Corruption;
- Financial Crime (including Anti-Money Laundering and Terrorist Financing);
- Personal Account Dealing;
- Conflicts of interest;
- Information Security; and
- Prevention of Sexual Harassment at Workplace.

Subject to meeting any eligibility requirements, you may also have the opportunity to undertake additional optional training. Full details are available from the Company intranet.

DETAILED TERMS AND CONDITIONS

1. INTRODUCTION TO THIS SECTION

This section sets out your detailed terms and conditions of employment and should be read alongside your enclosed Summary of Key Terms and any applicable Schedules. These documents form your employment terms with the Company and are referred to in this document as your "Agreement". By signing the Agreement, you confirm that you have read, understood and agree to the terms set out in the Agreement.

2. PRE-EMPLOYMENT AND ONGOING CONDITIONS

2.1 Your employment is conditional upon the completion of certain requirements and on-going conditions to the Company's satisfaction (the "Employment Requirements"). These include the following (but we may add to these and/or waive any of them):

- a. that you are contractually free to carry out your employment and will not be in breach of any contract or of any other binding obligation by entering into the Agreement or carrying out your role;
- b. your confirmation that you are not, and have never been, the subject of an investigation by any company or other body or authority into suspected bribery or corruption activity or into suspected criminal activity involving dishonesty (including theft or fraud) or anti-competitive behaviour;
- c. receipt of satisfactory references by us;
- d. providing us with original documents, proving your eligibility to live and work in the country in which you are employed;
- e. where specific background checks are necessary, or applicable to your role, your cooperation in such checks being carried out and the completion of those checks to our satisfaction. By signing the Agreement, you consent to such checks being carried out;
- f. where applicable to your role, and in compliance with local law, the completion of credit checks to our satisfaction;
- g. where Securities and Exchange Board of India ("SEBI") or any other regulatory approval for your employment is required and sought before your employment commences, such approval either (i) being obtained or (ii) not being withdrawn by the Company following consultation with the relevant regulatory body; and (iii) receipt of documentary proof that you hold the appropriate and relevant qualifications;
- h. your holding and continuing to hold all applicable qualifications, approvals, licences and registrations as required by the Company, and producing evidence of these before starting employment;
- i. the Company receiving a electronically signed copy of the Agreement from you; and
- j. if requested, and consistent with local law, your completing a satisfactory medical questionnaire.

2.2 If any of the Employment Requirements are not satisfied before your employment commences, the Company may withdraw its offer and terminate the Agreement without notice. While the completion of the Employment Requirements will normally be carried out before your employment starts, this may not always be possible and the Company may terminate your employment at any time after your start date with the minimum notice period as required under local law if any of the Employment Requirements are unfulfilled, or are not completed to the Company's satisfaction or within a reasonable time period.

2.3 You confirm that the information you have provided in connection with the completion of the Employment Requirements (including at the interview stage) and otherwise in connection with the Agreement is true and accurate both at the time it is given and at the start of your employment.

3. PLACE OF WORK

3.1 Your place of work is set out in the Summary of Key Terms.

3.2 The Company may change your normal place of work to any reasonable location as may be required for the proper performance of your role. This may include requiring you to work from home for a temporary or extended period.

3.3 You may be required to travel and work within country and overseas as part of your role and you agree that you are prepared to undertake business travel to any global location, as the Company may at any time require.

3.4 You shall not be required to work outside India for any continuous period of more than one month, without your consent.

4. DUTIES

4.1 Your role is set out in the Summary of Key Terms. The Company may at any time reasonably vary your duties and/or reporting line.

4.2 The Company may (acting reasonably) at any time require you to:

- a. perform additional or replacement tasks;
- b. perform tasks for, or be seconded to, any other Group Company;
- c. agree to a transfer of your employment under the Agreement to any Group Company.

4.3 The Company has policies, guidelines and procedures on the performance and conduct that it expects from its employees, including the Code of Business Conduct and Ethics ("Policies"). Unless stated otherwise, these do not form part of the Agreement. These are available on the Company's intranet or from Human Resources. It is important that you read and comply with our Policies. Any failure to comply could result in disciplinary action being taken. The Company reserves the right to amend, replace or withdraw any of the Policies at any time.

4.4 To the extent applicable to your role, as a strict condition of your employment, you will obtain and maintain such qualifications, certification, licences or regulatory approval, as reasonably required by the Company throughout your employment.

4.5 During your employment with the Company you agree that you will:

- a. devote all your working time to your role, and you will carry out your role to the best of your ability and with integrity, due skill and care, and upholding the values of the Company;
- b. use your best efforts to promote and protect the interests of the Company and not do anything to harm those interests;
- c. comply with all reasonable requests given by the Company and promptly provide any explanations and information on your involvement with the business as the Company may reasonably require; and
- d. report to your manager or the Human Resources team any information that may harm the interests of the Company or any actual or proposed unlawful activity or behaviour affecting the Company or any Group Company (as defined in the Summary of Key Terms), whether by you or any other employee, officer, contractor of the Company or any other person, immediately on becoming aware of it.

4.6 In the event that you are unable to perform your duties or that your absence from work for any period of time causes operational difficulties, the Company may appoint another person or persons to perform your role until such time as you are able to resume fully the performance of your duties.

5. WORKING TIME

5.1 The Company can vary your working hours at its discretion, including your start and finish times. Any changes to hours will be discussed with you before they are confirmed. As well as your normal working hours, you may be required to work such additional hours as are necessary for the proper performance of your role. You may receive additional pay or time off for additional hours worked as set out in Company's Special Shift Policy in force at the relevant time.

6. SALARY AND ALLOWANCES

6.1 The Company will pay you the Salary as specified in the Summary of Key Terms or at such other rate as may subsequently be agreed between you and the Company.

6.2 Your salary will be reviewed annually, and the Company is under no obligation to increase your salary at the time of the review.

6.3 The Company may at any time deduct from any sums or payments (including the Salary) owed to you, subject to payment limits, any sums which you owe the Company or any Group Company at any time, including but not limited to loans, advances or overpayment of Salary in accordance with applicable law.

6.4 The Company will reimburse you for all reasonable and authorised out-of-pocket expenses incurred necessarily by you in the performance of your role in accordance with the Company's applicable expenses policy in force at the relevant time.

7. DISCRETIONARY BONUS

7.1 If applicable and specified in the Summary of Key Terms, you may, at the Company's discretion, be eligible to participate in a discretionary bonus plan or a sales incentive plan.

7.2 Participation in any discretionary bonus plan or sales incentive plan will be subject to the rules of the applicable plan in force at the relevant time. These rules may include, but are not limited to, company and/or individual performance against a series of objectives and targets. You have no contractual right to receive a bonus or sales incentive payment.

7.3 To be eligible to receive a payment under a bonus or sales incentive plan, you must satisfy the rules of the relevant plan. In addition, the Company reserves the right at any time, to vary, terminate or withdraw (with or without replacement) any bonus plan in place from time to time. Bonus and sales incentive awards do not count towards the salary used to calculate any retirement plan contributions. Please see the bonus or sales incentive plan rules for more detail.

7.4 Any incentives or compensation payable to you by the Company (or any Group Company) can be limited or modified if the Company (or any relevant Group Company) decides this is necessary to remain consistent with any applicable remuneration policy, or to comply with laws and regulations, including any regulations or guidance published by the SEBI (or any other regulatory authority under the applicable laws), which are in force at the relevant time. This includes the operation of malus and clawback provisions as set out in the relevant bonus or sales incentive plan rules and/or as necessary to comply with the Company's regulatory requirements.

7.5 You have no contractual right to receive a payment in respect of a bonus or incentive and the making of any payment in any year does not give rise to any obligation on the Company to make a payment in any future year. Any and all such bonus or incentives will not be considered as "wages" for the purposes of any statutory payments that you may be entitled to receive from the Company, including without limitation, "wages" under the Payment of Wages, Act, 1936, Maternity Benefit Act, 1961, Payment of Bonus Act, 1965 or any other subsequent laws that would replace the existing applicable employment laws, any severance payments as payable under local law or discretionary Company policies, social security contributions, etc.

7.6 If on termination of your employment you lose any rights or benefits under any bonus or incentive plan, or other benefit plan operated by the Company or any Group Company you will not be entitled to any compensation for the loss of any rights under any such plans.

8. RETIREMENT PLAN AND OTHER BENEFITS

8.1 The Company has identified a core set of benefits that it provides to employees, subject to local country norms and practices. These core benefits cover retirement, healthcare, life assurance, long-term disability and shift allowance. Details of these plans, if/as they apply in your country of employment, are provided in the Schedule.

8.2 We reserve the right to amend or withdraw any retirement or benefits plan or allowances and/or put in place an alternative benefit at any time. Any changes will be confirmed to you in writing.

9. ANNUAL LEAVE AND OTHER PAID LEAVE

9.1 Your annual leave entitlement is set out in the Company's Time Off Policy and will be pro-rated for part years worked and for part time work. Your leave will be paid at the rate of gross Salary (excluding employer's contributions to any social security) or in line with our legal obligations if higher), and the policy relating to annual leave in force at the relevant time.

9.2 You may be entitled to public holidays in your jurisdiction, these will be paid at the rate of gross Salary (or in line with our legal obligations if higher) and the policy in force at the relevant time. The Company may require you to work on certain local public holidays to meet operational business needs, subject to the terms of any applicable policy in force at the relevant time.

9.3 You will be paid pro rata for any accrued but untaken leave entitlement. If you have taken more annual leave than your accrued entitlement when you leave, you will repay to the Company an amount equivalent to any annual leave taken in excess of your accrued entitlement, and the Company can deduct the appropriate amount from your final salary payment or any other sum which it owes you at the date of termination of your employment (the "Termination Date"). The amount of the payment in lieu (or deduction) will be calculated based on the applicable policy in force at the relevant time.

9.4 Subject to any eligibility criteria, you may also be entitled to other periods of paid leave including maternity leave, adoption leave, paternity leave, bereavement leave in accordance with the Company's policies and procedures details of which can be found on the Company intranet. These policies relating to other paid leave do not form part of your Agreement and may be amended by the Company in its absolute discretion at any time.

10. INSURANCES

10.1 Membership of and benefits under any insurance scheme are subject to acceptance by the relevant insurer (where appropriate), the rules of the scheme and the terms of any applicable insurance policy are conditional on you complying with and satisfying any applicable requirements of the scheme (and where relevant, the insurer). Copies of these rules and policies and particulars of the requirements (when notified to the Company) will be provided to you on request. The Company will not have any liability to pay any benefit to you under any insurance scheme unless it receives payment of the benefit from the insurer.

10.2 The Company reserves the right to terminate its participation in any of the schemes referred to above, or to substitute other schemes, or alter the benefits available to you under any schemes without compensation. If a scheme provider (for example, an insurance company) refuses for any reason (whether under its own interpretation of the terms of the relevant insurance policy or otherwise) to provide the relevant cover or benefit(s) to you under the applicable scheme or refuses to provide cover at the normal premiums due to the state of your health, the Company will not be liable to provide equivalent benefits or to compensate you for the loss of such benefits.

11. INTELLECTUAL PROPERTY

The provisions of this clause will apply except to the extent prohibited by or ineffective in law.

11.1 For the purposes of this clause:

“Company Intellectual Property” means Intellectual Property Rights created by you (whether jointly or alone) in the course of the employment with the Company, whether or not during working hours or using Company premises or resources and whether or not recorded in material form;

“Intellectual Property Rights” means (i) copyright and related rights, patents, know-how, confidential information, database rights, Inventions and rights in trademarks and designs (whether registered or unregistered), (ii) applications for registrations, and the right to apply for registration, for any of the same, and (iii) all other intellectual property rights and equivalent or similar forms of protection existing anywhere in the world.

“Invention” means any invention, idea, discovery, development, improvement or innovation made, whether recorded in any medium or not, which you may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice; and

“Works” means all documents, materials, software, photographic or graphic works of any type, and other materials in any medium or format which are created or developed, or used (whether in final form or otherwise) by you or on your behalf or by the Company in the course of your employment with the Company or for the benefit of the Company and which are protected by, contain or relate to any Intellectual Property Rights.

11.2 You may create Inventions (alone or jointly) in the course of your employment and you have a special obligation to further the interests of the Company in relation to such Inventions. You will, promptly following their creation, disclose to the Company all such Inventions and Works embodying Company Intellectual Property.

11.3 All Company Intellectual Property and materials embodying it will automatically belong to the Company as from creation for the full term of those rights; and you hereby assign (on a perpetual, worldwide and royalty-free basis), by way of present and future assignment, any and all right, title and interest therein to the Company. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You acknowledge and agree that you shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957.

11.4 To the extent that any Company Intellectual Property does not vest in the Company automatically pursuant to clause 11.5, you hold such property on trust for the Company and hereby grant to the Company an exclusive, royalty-free licence to use such property at its discretion until such Company Intellectual Property fully vests in the Company.

11.5 To the extent that any Inventions created by you (whether alone or jointly) at any time during the course of your employment are prohibited by or prevented in law from automatically vesting with the Company pursuant to clause 11.2, you will, immediately upon creation of such rights, grant the Company, in writing, a right of first refusal to acquire them on arm's length terms to be agreed between the parties. If the parties cannot agree on such terms within 30 days of the Company receiving the offer, the Company will refer the dispute to an appropriate independent arbitrator. The arbitrator's decision will be final and binding on the parties and the costs of arbitration will be borne equally by the parties.

11.6 You agree:

- a. to promptly disclose and deliver up to the Company all and any Works conceived, or made by you during your employment (whether or not during working hours or using Company premises or resources and whether or not recorded in material form);
- b. to execute all such documents, both during and after your employment, as the Company may require, to vest in the Company all right, title and interest pursuant to the Agreement at the reasonable expense of the Company;

- c. to provide all such information and assistance and do all such further things as the Company may require to enable it to protect, maintain and exploit the Company Intellectual Property to best advantage, at the reasonable expense of the Company, including (without limitation), at the Company's request, applying for the protection of Inventions throughout the world;
- d. to assist the Company in applying for the registration of any registrable Company Intellectual Property, to enable it to enforce the Company Intellectual Property against third parties and to defend claims for infringement of third-party Intellectual Property Rights at the reasonable expense of the Company;
- e. not to apply for the registration of any Company Intellectual Property in your country of employment or any other part of the world without the prior written consent of the Company;
- f. to keep confidential all Company Intellectual Property unless the Company has consented in writing to its disclosure by you; and
- g. to adhere to any policies, guidelines or procedures or code of practice, including the Company Code of Conduct, issued by the Company or any Group Company (as amended and in force at the relevant time).

11.7 As against the Company, its successors and assigns and any licensee of any of the foregoing, you waive all your present and future moral rights and all similar rights in other jurisdictions relating to the Company Intellectual Property.

11.8 You acknowledge that, except as provided by law, no further remuneration or compensation, other than that provided for in the Agreement, is or may become due to you in respect of your compliance with this clause.

11.9 You agree to sign, execute, or deliver any deed, document or other instrument for the purpose of giving full effect to this clause.

11.10 Rights and obligations under the Agreement will continue in force after termination of the Agreement in respect of any Company Intellectual Property.

11.11 You confirm that you will not use or disclose to the Company, or induce the Company to use any invention or work of a prior employer or any other party and you will also disclose to the Company any of your prior works and inventions (collectively, "Prior Inventions") in order to avoid future disputes in relation to ownership. If, in the course of your relationship with the Company, you induce or suggest the incorporation of and/or incorporate into a Company product, process or machine a Prior Invention owned by you or in which you have an interest, the Company is hereby granted and shall have a non-exclusive, royalty-free, irrevocable, perpetual, worldwide license (with the right to sublicense) to make, have made, copy, modify, make derivative works of, use, sell and otherwise distribute such Prior Invention as part of or in connection with such product, process or machine and you agree not to license such Prior Invention or Work to a competitor of the Company.

12. CONFIDENTIALITY

12.1 "Confidential Information" means any information relating to the business, affairs, finance, clients, customers or trade connections of the Company or any other Group Company or any of their agents, members' firms, customers or counterparties, or any prospective customers or counterparties or suppliers received or acquired by you in the course of your employment, including but not limited to:

- a. the business methods, processes, technical information and know-how relating to the business of the Company or any other Group Company (including prices charged, discounts given to customers or obtained from suppliers, product development, corporate strategy, marketing and advertising programmes, costings, budgets, turnover, sales targets or other financial information, inventions, designs, programmes, techniques, source code, database systems, formulae and ideas);
- b. business contacts, lists or details of clients and suppliers and details of contacts with them, their business or affairs, including client names and client contact details, financial and personal affairs, and trading history and methodology;

- c. information on employees and the terms and conditions of their employment, details of employee benefits, incentive plans, salary scales and/or current or anticipated disputes;
- d. information or details of any actual, potential or threatened litigation, legal action, claim, dispute or arbitration against or with any member of the Group or any current or former director, officer or employee of the Group in such capacity and any information in respect of provisions for any such action;
- e. details and terms of the Company's or any other Group Company's agreements with current or prospective suppliers, clients, agents, investors, members and customers;
- f. commercially sensitive information or trade secrets;
- g. unpublished price sensitive information relating to shares or securities listed or dealt in on any Recognised Investment Exchange or Recognised Stock Exchange. Recognised Investment Exchange has the meaning given to it by section 285 of the Financial Services and Markets Act 2000 or means any business which is recognised by an overseas equivalent of the FCA as being substantially similar and/or equivalent. A Recognised Stock Exchange means a stock exchange which is recognised by the Indian Central Government or SEBI under Section 4 of the Securities Contracts (Regulation) Act, 1956;
- h. confidential details as to the design of the Company's or any other Group Company's and/or their suppliers' products and inventions or developments relating to future products;
- i. details of any promotions or future promotions or marketing or publicity exercises planned by the Company or any other Group Company;
- j. details of any budgets, management accounts, trading statements, sales reports, financial reports or business plans of the Company or any other Group Company; and
- k. any information which may affect the value of the Business or the shares of the Company or any other Group Company;

whether or not, in the case of documents or other written materials or any materials in electronic format, they are or were marked as confidential and whether or not in the case of other information, such information is identified or treated by the Company or any other Group Company as being confidential.

- 12.2 During your employment and at any time afterwards, you must not (other than in the proper performance of your role) directly or indirectly use, communicate or disclose, or authorise to be used, communicated or disclosed, to any person any trade secrets or Confidential Information. You must use your best efforts to prevent the unauthorised publication or disclosure of any such trade secret or Confidential Information. You are also required to comply with any applicable policy in force at the relevant time relating to Confidential Information during your employment and after its termination.
- 12.3 You can use Confidential Information which you are authorised to use by the Company or any Group Company and/or which is required by law and/or which has already entered the public domain (except as a result of any unauthorised disclosure by you or any other employee of the Company or any other Group Company) and/or which you are entitled to disclose under applicable whistle-blowing laws provided that the disclosure is made in an appropriate way to an appropriate person and/or where it is appropriate to disclose to a relevant regulatory body.
- 12.4 You will not make copies of any document, memoranda, correspondence (including emails), computer disk, CD-ROM, memory stick, video tape or any similar matter (including in any electronic format) or remove any such items from the premises of the Company or of any Group Company other than in the proper performance of your duties except with the prior written authority of the Company.
- 12.5 You will comply with the terms of any applicable policy in force at the relevant time concerning social media or engaging with the media. You will not (unless you are permitted and authorised to do so as part of your role) make or authorise any public statement (whether written or oral) to the media or on a networking site or otherwise relating to the affairs of the Company or any Group Company. Also, you will not write any article for publication on any matter concerned with the business or other affairs of the Company or any Group Company without the prior written consent of the Company. After the termination of your employment, you will not make any adverse, untrue or misleading statement (in any medium) about the Company, any Group Company, or its/their directors or employees.

- 12.6 You will comply with any policies, guidelines or procedures or code of practice, including the Company Code of Conduct, issued by the Company or any Group Company (as amended and in force at the relevant time).

13. DATA PROTECTION

13.1 You will comply with the Company's data protection policy and any other applicable policies, guidelines, requirements and procedures concerning data protection in force at the relevant time when handling personal data in the course of your employment, including personal data relating to any employee, officer, customer, client, contacts, advisor, supplier or agent of the Company or any Group Company.

13.2 The Company will collect and process your personal information (including sensitive personal information) in accordance with any applicable privacy notice policy or guidelines provided to you by the Company (including any HR privacy notice which is available on the intranet), as may be updated by the Company from time to time.

13.3 You consent to, acknowledge and understand that the Company may make such information available to any Group Company, those who provide products or services to the Company or to any Group Company (such as advisers, payroll, travel and expenses administrators), legal and regulatory authorities, potential or future employers, governmental or quasi-governmental organisations and potential purchasers of the Company or any Group Company or the business in which you work.

14. OUTSIDE INTERESTS

14.1 During your employment you will not (without the Company's prior written consent) be directly or indirectly engaged, or hold interests in, any other business activity, trade or occupation which may conflict or compete with the proper performance of your obligations and duties to the Company or any Group Company, or could otherwise be harmful to, or contrary to, the interests or reputation of the Company or any Group Company. If in doubt you should speak to your line manager, HR or Legal.

15. REGULATORY COMPLIANCE

15.1 You will comply with all legal, regulatory and governance obligations, including applicable provisions of the regulatory and compliance policies that are relevant to you. If you are in any doubt as to your responsibilities in this regard or the policies, guidance and procedures which apply to you, you should speak to your line manager and/or Group Compliance.

15.2 If your role is a mandatory, registered or required regulatory role, including, but not limited to: the performance of a Senior Management Function under the Senior Management and Certification Regime ("SMCR"), the performance of a Senior Executive Function under the Senior Executive Accountability Regime ("SEAR"), a FINRA registered representative or national variations thereof, you must comply with the expected and required principles, accepted practices, codes, obligations and rules for holders of these positions. Failure to adhere to/or to comply with these may result in investigation by a regulatory body or agency and the Company, and/or the Company taking disciplinary action against you which may result in the termination of your employment.

15.3 You will be bound by and comply with:

- a. the Dealing in the Company Shares Policy;
- b. the Dealing in non-Company Shares Policy and the Conflict of Interest Policy or such other applicable policy in force at the relevant time, including, but not limited to, further requirements around additional dealing rules, restrictions or approvals specific to your area of business that the Company or any Group Company require or deem necessary;
- c. the provisions of the Criminal Justice Act 1993, the Financial Services and Markets Act 2000 and the European Union Market Abuse Regulation 596/2014 ("MAR") relating to insider dealing and the use of inside information relating to the Company or to any Group Company; and

- d. any other applicable law, requirement, recommendation or regulation applying to dealings in financial instruments of the Company or of any Group Company (including without limitation, the Securities Contracts (Regulation) Act, 1956 and the SEBI (Prohibition of Insider Trading) Regulations, 2015). You also agree to ensure that none of your connected persons (including your spouse or civil partner and any children or step-children under the age of 18) will deal in any way in any financial instruments of the Company or any Group Company except in accordance with the Dealing in the Company Shares Policy or such other applicable policy in force at the relevant time.

15.4 You consent to the Company monitoring your use of all Group resources and communication and electronic equipment and information stored on Group computer equipment. Further details are set out in the applicable policy in force at the relevant time.

16. EXPENSES

16.1 There may be occasions when you incur business expenses for instance, travelling to a training course or visiting another business location. Any expenses must be reasonable, pre-approved, in line with the Company's Global Travel and Expenses Policy and claimed promptly before reimbursement is made.

17. TERMINATION PROVISIONS

17.1 Subject to paragraph 2 of the Detailed Terms and Conditions, the Company and you may wish to terminate your employment in accordance with the Notice paragraph set out in your Summary of Key Terms. Your resignation would have to be accepted by the Company to become effective. Once accepted, the resignation cannot be withdrawn by you without the express consent of the Company.

17.2 The Company may at its sole discretion terminate your employment with immediate effect by notifying you in writing that the Company is exercising its right under this clause 17.2. The payment in lieu of notice in respect of any unexpired period of notice will be as per applicable law. You will have no right to receive a payment in lieu of notice unless the Company has exercised its discretion under this clause 17.2. Any payment in lieu of notice will not include the value of any element in respect of any bonus or other incentive payment or award that might otherwise have been due had you worked for the Company during the notice period for which the payment in lieu is made. Further, in case you terminate your employment (i.e., resign from your services), the Company may at its sole discretion waive all or part of the notice or allow you to pay in lieu of the notice.

17.3 The Company can terminate your employment with immediate effect and with no liability to make any further payment or compensation to you (other than for amounts accrued and due at the date of termination) if:

- a. the Company reasonably believes you:
 - i. have committed any serious or repeated breach of any of your obligations under this Agreement, including but not limited to a failure to comply with any lawful order or instruction given to you by the Company or any other Group Company, or any applicable policies, guidelines or procedures in place from at the relevant time; or
 - ii. are guilty of serious misconduct or wilful or habitual neglect in the performance of your duties or of any form of harassment, including sexual harassment while employed with the Company; or
 - iii. are guilty of conduct (including but not limited to bribery, fraud, dishonesty, theft or misappropriation or damage to Company's business or property, corruption or such other conduct) which, brings or is likely to bring you, the Company or any other Group Company into disrepute; or
 - iv. are habitually late or absent from work; or
 - v. are habitually involved in money lending; or
 - vi. are absent without intimation for more than 8 days; or

- vii. are in influence of illicit substances or alcohol and/or indulge in riotous or disorderly behaviour during the work hours at the establishment; or
 - viii. have incited an illegal strike; or
 - ix. threaten, abuse or assault any employee, consultant, trainee, customer, supplier, agent or partner of the Company; or
 - x. preach or incite violence at the Company's premises; or
 - xi. disclose confidential information of the Company without its written consent; or
 - xii. indulge in wilful slowdown of work; or
 - xiii. abet or attempt to abet any of the above acts.
- b. you are charged, arrested or convicted by a court of law with a criminal offence under applicable law (excluding a road traffic offence not subject to a custodial sentence); or
 - c. you fail to obtain any necessary approval(s), licences or qualifications or have any necessary approval(s), licences or qualifications suspended or withdrawn by any relevant regulatory body, including but not limited to the FCA, which are reasonably required by the Company for you to carry out your duties, or the Company reasonably believes that your acts or omissions will lead to such approval being suspended, denied or withdrawn; or
 - d. you are guilty of a breach of any requirements, recommendations, rules, codes of practice or regulations as amended from time to time by jurisdictional regulatory authorities relevant to the Company or any Group Company; or
 - e. you commit a material breach of any policies, guidelines or procedures or code of practice, including the Company Code of Conduct, issued by the Company or any Group Company (as amended and in force at the relevant time); or
 - f. you are disqualified from acting as a director of a company by order of a competent court; or
 - g. you are declared bankrupt or have made any arrangement with or for the benefit of your creditors or have an administration order made against you; or
 - h. you are considered no longer medically fit to perform your duties by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year.

17.4 Clause 17.3 will not restrict any other right the Company may have to terminate your employment without notice. Any delay by the Company in exercising its rights under clause 17.3 will not constitute a waiver of those rights.

17.5 The Company can at any time and for any reason make a written request to you to do any of the following:

- a. immediately deliver to the Company all equipment, books, documents, papers, computer records, computer data, credit cards, and any other property relating to the business of, or belonging to the Company or any other Group Company which is in your possession or under your control; and disclose details of any access codes, PINs or passwords used by you in the course of performing your duties for the Company or any Group Company. You must not retain copies or reproductions of any documents, papers or computer records relating to the business of, or belonging to the Company or any other Group Company;
- b. inform Human Resources of any information relating to the business of the Company or any Group Company stored on any computer or storage device in your possession or control held outside of any of the Group's premises, and at the request of the Company you must irretrievably delete any such information and all information derived from it;
- c. immediately pay to the Company or any other Group Company all outstanding loans or other amounts due or owed to the Company or any other Group Company. You confirm that if you fail to do so, the Company is authorised to deduct from any amounts due or owed to you by the Company or any other Group Company a sum equal to such amounts;

- d. resign from all (if any) offices or directorships held by you in the Company or any Group Company and all (if any) trusteeships held by you of any retirement plan or any trust established or subscribed to by the Company and any Group Company. You agree to sign and execute all documents and do everything necessary to give effect to such resignation.

17.6 You will not at any time after your employment terminates represent yourself as being in any way connected with the Company or any Group Company. The termination of your employment will not affect any terms of the Agreement which operate after the Termination Date, including the paragraphs relating to Intellectual Property, Confidentiality and Post Termination Restrictions.

18. SUSPENSION AND GARDEN LEAVE

18.1 The Company has the right to suspend all or any of your duties for such period and on such terms as it considers appropriate. The Company can exercise this right at any time (including during a period of notice terminating your employment) and, whether or not it is in connection with a disciplinary investigation.

18.2 Where notice of termination has been served by either you or the Company or if you attempt to terminate your employment in breach of contract, the Company can require you to go on "Garden Leave". This means you will not be required to perform any duties or services, or only to provide specified services or duties, for the whole or any part of your relevant notice period. During any period of Garden Leave you will remain an employee of the Company and will continue to be bound by duties of good faith and fidelity to the Company as well as by the terms of the Agreement, which will remain in full force and effect except as varied by this clause. You will continue to receive your Salary and all contractual benefits in the usual way during any Garden Leave period. The Company can also require you during any Garden Leave period:

- a. not to attend any of the premises of the Company or any other Group Company or to perform your services at such place or places as the Company may decide at its discretion; and/or
- b. not to contact or deal with any customers, prospective customers, agents, suppliers, consultants, employees, member firms or other business contacts of the Company or any other Group Company without the Company's prior written consent; and/or
- c. to keep the Company informed of your whereabouts (except during any periods taken as annual leave) so that you can be called upon to perform any duties as required by the Company including assisting in any handover of your role to another individual; and/or
- d. not to commence any other employment or engagement (whether directly or indirectly); and/or
- e. to take any accrued holiday including holiday which will accrue during the period of Garden Leave

19. POST TERMINATION RESTRICTIONS

19.1 You will comply with the restrictions in this clause, which are by their very nature detailed, for the purpose of protecting the legitimate business interests of the Company and each Group Company and, in particular, their Confidential Information, trade connections, goodwill and stable trained workforce.

19.2 You agree with the Company that you will not, whether directly or indirectly, on your own behalf or on behalf of or in conjunction with any other person, company or other entity:

- a. For the Restricted Period (as set out in your Summary of Key Terms), approach, solicit or endeavour to entice away any person, firm, company or other entity who is or was a customer, client or supplier of the Company or any Group Company and with whom you had material dealings in the course of your employment with the Company, or in respect of whom you were aware of material and confidential information, in either case within the 12 month period immediately prior to the Termination Date. Nothing in this paragraph will prohibit you from seeking or doing business which is not in direct or indirect competition with the Restricted Business; and

- b. For the Restricted Period (as set out in your Summary of Key Terms), deal with any person, firm, company or other entity who is or was a customer, client or supplier of the Company or any Group Company and with whom you had material dealings in the course of your employment with the Company, or in respect of whom you were aware of material and confidential information, in either case within the 12 month period immediately prior to the Termination Date. Nothing in this paragraph will prohibit you from seeking or doing business which is not in direct or indirect competition with the Restricted Business;
- c. For the Restricted Period (as set out in your Summary of Key Terms), approach, solicit or endeavour to entice away any person, firm or company with whom either you or any other employee of the Company or any Group Company for whom you had, at the date of the negotiations, management responsibility, carried out negotiations on behalf of the Company or any Group Company at any time during the period of six months immediately prior to the Termination Date with a view to such person, firm or company becoming a customer of the Company or of any Group Company. Nothing in this paragraph will prohibit you from seeking or doing business which is not in direct or indirect competition with the Restricted Business; and
- d. For the Restricted Period (as set out in your Summary of Key Terms), deal with any person, firm or company with whom either you or any other employee of the Company or any Group Company for whom you had, at the date of the negotiations, management responsibility, carried out negotiations on behalf of the Company or any Group Company at any time during the period of six months immediately prior to the Termination Date with a view to such person, firm or company becoming a customer of the Company or of any Group Company. Nothing in this paragraph will prohibit you from seeking or doing business which is not in direct or indirect competition with the Restricted Business;
- e. For the Restricted Period (as set out in your Summary of Key Terms), solicit or entice away or attempt to solicit or entice away or engage, or otherwise facilitate employment or engagement of any director, officer or employee of executive status with whom you had material dealings within the 12-month period prior to the Termination Date. For the purpose of this paragraph, "executive status" means Group Executive, Managing Director, Director, Manager or anything else which replaces these grades and any employees with a lower corporate grade where they have had line manager responsibilities or have been engaged in work or projects, which in the Company's reasonable opinion are key to its business.

19.3 Each of the restrictions contained in this clause are considered by the parties to be reasonable in all the circumstances as at the date of this Agreement. The restrictions may be modified as necessary to make them valid and effective on any changing pattern of work. Any such modification will not affect the validity of any other restriction set out in this clause will be construed as separate and individual restrictions,

You and the Company agree that:

- a. you will, at the Company's request and expense, enter into a separate agreement with any other Group Company that the Company may require, under the terms of which you will agree to be bound by restrictions corresponding to those contained in clauses 12 and 19 (or such as may be appropriate in the circumstances);
- b. the period during which the restrictions referred to in this clause will apply following the Termination Date will be reduced by the amount of any time which you spend on Garden Leave during which you are not performing any duties or services as may be requested under clause 19.2; and
- c. the covenants contained in this clause are intended to be severable and if any of them are in any way unenforceable, the enforceability of the other sub-paragraphs will not be affected. If any of the restrictions contained in this clause will be adjudged to be void or ineffective for whatever reason but would be adjudged valid and effective if it or another restriction were deleted in whole or in part, then such restriction will apply with such deletions as may be necessary to make it valid and effective.

20. THIRD PARTY RIGHTS

20.1 No person other than the parties to the Agreement and any Group Company shall have any rights under it and it will not be enforceable by any person other than those parties.

20.2 The Company may enforce any term of the Agreement as agent and trustee for any other Group Company. All losses and other liability incurred or suffered by any other Group Company under or as a consequence of the Agreement shall be deemed to be the losses and liability of the Company for the purpose of this clause.

21. GENERAL

21.1 The Agreement and any dispute or claim arising out of or in connection with it or its subject matter or formation will be governed by, and will be construed in accordance with the relevant local laws. Each party irrevocably agrees to submit to the exclusive jurisdiction of the local Indian court having jurisdiction in the State where the employee was last posted or deployed over any claims or matters arising under or in connection with the Agreement.

21.2 Where the Company retains a discretion under the Agreement such discretion cannot be limited or restricted in any way, other than by prior written agreement between you and an authorised member of the Company's Human Resources team.

21.3 The Agreement constitutes the entire agreement between you and the Company and supersedes any previous agreement between you and the Company or any Group Company relating to such matters.

21.4 You and the Company acknowledge and agree that in entering into the Agreement, the Company and you do not rely on, and will have no remedy in respect of, any statement, representation, warranty or understanding other than as expressly set out in the Agreement. The only remedy available to either party in respect of any such statement, representation, warranty or understanding will be for breach of contract under the terms of the Agreement. Nothing in this clause 21 will exclude any liability for fraud.

22. CONDUCT AND COMPLAINTS

22.1 If you want to raise a complaint, please refer to the non-contractual local policy which can be found on the intranet, and which explains how and to whom your complaint should be raised.

22.2 The non-contractual disciplinary or conduct policy in force at the relevant time is available on the intranet. This procedure sets out the details of who an appeal should be made to, if you wish to appeal a disciplinary or conduct decision.

23. POLICIES, PROCEDURES AND PRACTICES

23.1 During your employment with the Company (and where applicable after your employment has terminated), you must familiarise yourself with and comply with all our applicable policies, procedures and guidelines in force, both on joining and throughout your employment. These can be found on the Company's intranet.

23.2 Unless otherwise stated, these policies, guidelines and procedures do not form part of your Agreement.

24. NOTICES

24.1 A notice under this Agreement shall be delivered by hand or sent to the party at the address given in this agreement or as otherwise notified in writing to the other party, and notices may be sent to the relevant party by email.

24.2 Any such notice shall be deemed to have been received:

- a. if delivered by hand, at the time the notice is left at the address or given to the addressee;



- b. in the case of pre-paid registered post or other next working day delivery service, at 9.00 a.m. on the second business day after posting or at the time recorded by the delivery service;
- c. in the case of email, at the time of transmission.

24.3 A notice shall have effect from the earlier of its actual or deemed receipt by the addressee. For the purpose of calculating deemed receipt:

- a. all references to time are to local time in the place of deemed receipt; and
- b. if deemed receipt would occur on a Saturday or Sunday or a public holiday when banks are not open for business, deemed receipt is at 9.00 a.m. on the next business day.

24.4 This clause does not apply to the service of any proceedings or other documents in any legal action.

25. ACCEPTANCE

This Agreement (comprising your Summary of Key Terms, Detailed Terms and Conditions and applicable Schedules), set out the entire Agreement between you and the Company.

Please accept this Agreement, via Ascent, no later than two working days. Following which you will receive this document via a DocuSign envelope for e-signing, this also needs to be e-signed and the same needs to be completed prior to the date mentioned in the envelope.

In accepting and signing the Agreement, you confirm that all the information you have provided to the Company in connection with this offer is true and not misleading, and you agree to notify the Company promptly of any change in that information.

DocuSigned by: April 19, 2021 | 14:11:32 IST
 Signed: Rakesh Kumar Date: _____
9C170EEADDE0422...

On behalf of the Company **Refinitiv India Shared Services Private Limited**

I **Rohith CL** accept the terms of the Agreement with Refinitiv India Shared Services Private Limited and confirm receipt of the enclosed documents.

DocuSigned by: April 19, 2021 | 09:36:58 IST
 Signed: Rohith Date: _____
9119012C0E014C6...



Benefits Summary

<u>Group Medclaim Insurance (GMC):</u>	Insurance cover: INR 500,000 per annum for self, spouse, two children and parents (Note: Maternity Benefit of INR 50,000 is included in the total insured amount)
<u>Group Term Life Insurance (GTL):</u>	Sum Insured: 4 times the TFP, subject to limit defined in the Policy document
<u>Employee's Group Personal Accident Insurance (GPA):</u>	Insurance covers disability (permanent and partial) due to accident.
<u>Employees Depository Linked Insurance (EDLI)</u>	Flat Sum Insured: INR. 601,000

Regd. Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore - 560 103,
Karnataka, India.
Main - +91 (80) 40178500, Fax - +91 (80) 40178510
CIN - U72300KA2005PTC048089.

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone-II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No. 72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91 (20) 48538200, Fax - +91 (20) 48538210



**NORTHERN
TRUST**

Date: 18/Jan/2020

Letter of Intent

Dear Ronith Swander

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with **Northern Operating Services Private Limited** ("Northern") as "**Analyst**", in our Bangalore office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	2020
Salary	Your Annual Fixed Pay will be INR 265,198 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
Retrials	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: - Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme - Private Health Insurance for self, spouse, children and either of parents or parents in law; - Accident insurance and - Life assurance
Conditional Offer	Your appointment as " Analyst " with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining NOS; failing to do so may amount to NOS taking corrective action which could lead to you being terminated from NOS 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records; 3. Receipt of written references; 4. Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.); 5. You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers. 7. Achieving and maintaining an acceptable standard for compliance purposes; 8. Written acceptance of this letter of Intent.
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 'NOSPL Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.
Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with NOSPL will be considered to have been successfully completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 Days prior to termination of the appointment

Letter of Interest

To

Sagar Parikh

Greetings from Infosys BPM!

We refer to your application for employment and the subsequent interview process you had with Infosys BPM 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:

1. 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.
2. 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.
3. 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.
4. 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.
5. 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 BPM.

For any further clarifications, please do reach out to us at bpm_campusteam@infosys.com. 080-40670678

Yours sincerely,

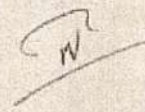
For Infosys BPM Ltd.

Issued By:

Acknowledgement of receipt:



Raghavendra K
Senior Vice President &
Global Head- HRD



Signature:
Issuer's Name: Himanshu
Issuer's Emp. No.: 9009127

Name: Sagar Parikh
Date: 12 Feb 2020
Location: Bangalore

INFOSYS BPM LIMITED
(Formerly Known as Infosys
CIN: I172200KA2902PLC030310
Plot Nos. 26/3, 26/4 and 26
Hosur Road, Electronics City
Bangalore - 560 100, India
T: 91 80 2852 2405 / 4187 1
F: 91 80 2852 2411



Gallagher

Insurance | Risk Management | Consulting

Date: 12th March 2020

Sangeetha M

Dear Sangeetha M,

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

Designation: Process Associate

Emoluments A	Per Annum	Per Month
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
Fixed Emolument	216346	18029
Performance Based Incentive*	8654	721
Total Emoluments (A)	225000	18750
Benefits B		
Employer's contribution of ESI	6331	
Gratuity**	8639	
Total Benefits (B)	14970	
Cost To Company (CTC): Total (A+B)	239970	
Deductions		
Employer's Contribution to Provident Fund		1797
Employee's Contribution to Provident Fund		1797
Employee's Contribution to ESI		122
Net pay		14313

* Compensation would be as per company prevailing policies.

** "CTC can be revised subject to statutory amendments applicable for the state"

* Date of joining: (July/August/September 2020 Tentative)

(* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Gallagher Service Center LLP

egd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700
gade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No. : +91 80 4034 3434 / 6191 6000

LLPIN: AAJ- 5010 - ("Registered with Limited Liability")

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

Scanned with CamScanner

Annexure - A

Associate Name: Shashank G M		
Designation: Associate - Claims		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	15,143	1,262
LTA	--	--
Special Allowance	--	--
Gross Salary	201,143	16,762
Employer's contribution to PF	22,320	1,860
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	230,000	19,167

Note:

- Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.
- As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.
- Shift Allowance payable based on the shift timing (except general shift).
- Transport deduction is applicable only for associates working in general shifts.
- Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000/-
- Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each
- Notice period will be 3 months
- Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.

Sincerely,

Mosur K Saisekar
 Country Head
 Legato Health Technologies LLP

Shashank G M
 Date:

Legato Health Technologies LLP | www.legatohealth.com

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1): Outer Ring Road, Nagavara, Bengaluru, Karnataka - 560045
 Ph: 080-6152-0000 | GSTIN: 29AAHFL3010G2ZL

Branch Office: Floors 8 and 9 of T1 and T2, Laxmi Infobahn,
 Kokapet Village, Gandipet Mandal, Ranga Reddy Dist.,
 Telangana - 500075 | Ph: 040-6817-0000 | GSTIN: 36AAHFL3010G12R

Branch Office: RGA Tech Park, Floor 8-11, Block-4,
 Chikkakannalli Village, Sarjapur Main Road, Bangalore,
 Karnataka - 560035 | GSTIN: 29AAHFL3010G2ZL

LLPIN: AAL-0928 | PAN: AAHFL3010G



Date:- 24-Feb-20

Subject: Expression of Interest - Campus

Dear Sinchana R,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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.

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 employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Date:- 24-Feb-20

Subject: Expression of Interest - Campus

Dear Sowmya. A .,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of Advisor, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

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2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

FORM Q

[See Rule 24(9A)]

APPOINTMENT ORDER

1. Name & Address of the Establishment	Accenture Solutions Pvt. Ltd. Plant 3, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai - 400079, INDIA
2. Name & Address of the Employer (Joining Location)	
3. Name of the Employee	
4. His/Her Postal Address	
5. His/Her Permanent Address	
6. Father/Husband Name	
7. Date of Birth (dd-mm-yyyy)	
8. Date of his/her entry into employment. (DOJ – dd-mm-yyyy)	
9. Designation (Career Level)	
10. Nature of work entrusted to him/her (Role)	
11. His/Her serial number in the Register of employment (CID)	
12. Rate of wages payable to him/her	Refer to annexure 1 of the Offer Letter.
Place:	 Ramesh K Lead – Accenture Operations Delivery Centers in India
Date:	
Acknowledgement by the employee with date & signature	Accenture Solutions Private Limited



NORTHERN TRUST

Salary Break up Annexure

Name: Vignesh Rajiv

Date: 18/01/2020

Salary Component	Amount (INR)
Basic	95,600
House Rent Allowance	38,240
Statutory Bonus	10,000
Flexible Cash Component	95,160
Total Fixed Pay (TFP)	239,000
Short Term Incentives	0-10%
Retirals [Employers Contribution]	
Employer's contribution to PF	21,600
Gratuity	4,598
Sub Total	26,198
Annual Fixed Pay (TFP + Retirals)	265,198
Monthly Gross	19,917

Yours sincerely,
(For) Northern Operating Services Private Limited


Daryl Pinto
Vice President, Human Resources

Acknowledgement

I have received a copy of my particulars of employment; I understand the contents and agree to abide by it. I hereby accept the offer of employment with Northern as detailed in the Letter of intent above:

Sign & Date: Vignesh Rajiv and 18th Jan. 2020

Name & Address: Vignesh Rajiv, R, #157, 4th floor 11th cross, nehalaksh

-puroam B110x - 560086

Contact Number: 9901257617

Start Date: June / July 2020

Subject: Expression of Interest - Campus

Dear Yashaswini M .,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
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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.

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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

Regd. Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus TC,
Sarjapur Outer Ring Road
Bangalore - 560 103,
Karnataka, India
Main - +91 (80) 40178500, Fax - +91 (80) 40178510
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No. 72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91 (20) 48538200, Fax - +91 (20) 48538210



Date: 18/Jan/2020

Letter of Intent

Dear Yashashwini J

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with **Northern Operating Services Private Limited** ("Northern") as "**Analyst**", in our Bangalore office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	2020
Salary	Your Annual Fixed Pay will be INR 265,198 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
Retrials	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: - Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme - Private Health Insurance for self, spouse, children and either of parents or parents in law; - Accident insurance and - Life insurance
Conditional Offer	Your appointment as " Analyst " with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining NOS; failing to do so may amount to NOS taking corrective action which could lead to you being terminated from NOS 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records; 3. Receipt of written references; 4. Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.); 5. You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers. 7. Achieving and maintaining an acceptable standard for compliance purposes; 8. Written acceptance of this letter of Intent.
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 'NOSPL Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.
Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with NOSPL will be considered to have been successfully completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 Days prior to termination of the appointment

NTAC:3NS-20



**NORTHERN
TRUST**

Salary Break up Annexure

Name: Yashaswini P. J

Date: 18 Jan 2020

Salary Component	Amount (INR)
Basic	
House Rent Allowance	95,600
Statutory Bonus	38,240
Flexible Cash Component	10,000
Total Fixed Pay (TFP)	95,160
Short Term Incentives	239,000
Retirals [Employers Contribution]	0-10%
Employer's contribution to PF	
Gratuity	21,600
Sub Total	4,598
Annual Fixed Pay (TFP + Retirals)	26,198
Monthly Gross	265,198
	19,917

Yours sincerely,

(For) Northern Operating Services Private Limited


Daryl Pinto

Vice President, Human Resources

Acknowledgement

I have received a copy of my particulars of employment; I understand the contents and agree to abide by it. I hereby accept the offer of employment with Northern as detailed in the Letter of intent above:

Sign & Date: 01/09/2020. Yashaswini P. J

Name & Address: Yashaswini P. J

#152, 4th cross, 2nd main, Prakashnagar Bangalore - 21

Contact Number: 7829130177

Start Date:

NTAC:3NS-20

Subject: Expression of Interest - Campus

Dear Yukta Arun,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, 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.

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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team