

MES INSTITUTE OF MANAGEMENT

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

Details of placement of outgoing students during the year 2023-2024.

SI No	Name of student placed	Program graduated from	Name of the employer with contact details
1	B Harshith	B.com	BHEL, Bangalore
2	Chaitra K P	B.com	Nirmaan Organization
3	Danush K R	B.com	Movoto Infra Promoters LLP
4	Divyashree M	B.com	S.S.Pandian & Sons
5	K Kaushik	BBA	Innovative Postgrad Educations Private Limited
6	Kuldeep N	BBA	Bharti AXA Life Insurance Co.Ltd
7	Lakshmi Priya G	B.com	Bharti AXA Life Insurance Co.Ltd
8	Lepaksha	B.com	Gallagher centre of exchange
9	Pavan Rao	BBA	Vertex Techno Solutions Bangalore Private Limited
10	Pavan U	BBA	True Automation & Home Cinemas
11	Pooja S	B.com	Bharti AXA Life Insurance Co.Ltd
12	Roopa S	B.com	Omega Healthcare
13	Shreya Balu	B.com	Yellafin Private Limited
14	Shreyas Kalyan	BBA	Bharti AXA Life Insurance Co.Ltd
15	Suma S	B.com	BHEL, Bangalore
16	Trishu	B.com	Wealth India Financial Services Pvt. Ltd
17	Varsha B jain	B.com	NxtGen Datacenter & Cloud Technologies Private Limited
18	Vijay Melvin	B.com	Vindhya E-Infomedia Pvt Ltd
19	Vikas	BBA	Roinet Solution Pvt. Ltd.
20	Chaithanya Nandekar	B.com	BHEL, Bangalore
21	Harini N	B.com	GS Management Services Pvt Ltd
22	Abhay Adityaa.N	B.com	CalibHR
23	Abhishek D	BBA	CalibHR
24	AD PRATHIK	BBA	HDB Financial Services
25	ADARSH T	BBA	QUESS CROP
26	Aishwarya D	B.com	Essvee Recruittech
27	ASHRAF ALI	BBA	QUESS CROP



28	Chandan. S	BBA	CalibHR
29	Chandrakala S	B.com	CalibHR
30	Deepak.M	B.com	Allsee Technologies Ltd
31	Deepthi R	B.com	Accsys Dot Technology
32	Dhanush.N	B.com	Accsys Dot Technology
33	Disha Keerthi.N	B.com	INNOVATE HIRING
34	Divya shree S	B.com	CalibHR
35	G. A. Akshay kumar	B.com	Essvee Recruittech
36	Gnana Murthy M	B.com	CalibHR
37	Harish Kumar m	B.com	CalibHR
38	Harshitha u	B.com	CalibHR
39	Hema S	BBA	HDB Financial Services
40	Hemanth Kumar B N	B.com	Essvee Recruittech
41	JASPAL SINGH M	B.com	QUESS CROP
42	JHANAVI S	B.com	QUESS CROP
43	Keerthika N	B.com	Accsys Dot Technology
44	Kruthita. G	B.com	INNOVATE HIRING
45	Kushal R	B.com	CalibHR
46	Kushal.s	B.com	CalibHR
47	Madhuri c	B.com	Rupee Zone
48	Mahash P	B.com	HDB FINANCIAL SERVICES
49	Meghana D	B.com	CalibHR
50	Meghana. U	B.com	Essvee Recruittech
51	Mithun D V	B.com	Essvee Recruittech
52	Mohammed Yousuf	B.com	CalibHR
53	Naman porwal	BBA	INNOVATE HIRING
54	Namitha M	B.com	CalibHR
55	Namratha M	B.com	Accsys Dot Technology
56	Nandha Kumar S	B.com	HDB FINANCIAL SERVICES
57	Nanditha M	B.com	CalibHR
58	Naveen N	BBA	Axis Bank (Quess Corp)
59	Nithesh D	B.com	CalibHR
60	Nithin R	BBA	Essvee Recruittech
61	POOJA	B.com	QUESS CROP
62	Pooja H G	B.com	Essvee Recruittech
63	Preethi M	B.com	Essvee Recruittech
64	Rahul p	B.com	CalibHR
65	ROHINI A	B.com	INNOVATE HIRING
66	Rohini N	B.com	Essvee Recruittech
67	S Divya	B.com	Accsys Dot Technology
68	Sagar S	B.com	CalibHR



69	SAHANA G L	B.com	Innovate Hiring
70	Sahana GS	B.com	HDB FINANCIAL SERVICES
71	Sandeepkumara.A	B.com	CalibHR
72	Sannav P koli	BBA	Accsys Dot Technology
73	Shivam S Ghorade	B.com	CalibHR
74	Shri raksha S Nadiger	B.com	Essvee Recruittech
75	Sowmya V	B.com	CalibHR
76	Suraj Gupta	B.com	CalibHR
77	syed murtuza basha khadri	B.com	Essvee Recruittech
78	Uma maheshwari TR	B.com	Rupee Zone
79	Vaishali	B.com	CalibHR
80	Venugopal K	B.com	CalibHR
81	Yashas S	B.com	Accsys Dot Technology
82	Yuvashree V	B.com	Essvee Recruittech

Note: During the academic year 2023-24, a total of 82 students were successfully placed. Among them, 21 students have received their offer letters directly from the respective companies, as evidenced by the attachments and provided links.

However, the remaining 61 students, who were also placed through the TNSIF (TNS Institute of Future) and Magic Bus, have not yet collected their offer letters from the companies. This delay is primarily attributed to pending document verifications required by the companies.

To provide clarity and documentation regarding the placement of these 61 students through the TNSIF and Magic Bus, we have attached an email copy detailing the placements, dated 13th June 2024 and 31st July 2024 respectively, for your reference.

Sharada S
Principal

MES Institute of Management
Raiajinagar Bangalore-560 010



ಭಾರತ ಹವಿ ಎಲೆಕ್ಟ್ರಿಕಲ್ಸ್ ಲಿಮಿಟೆಡ್
भारत हेवी इलेक्ट्रिकल्स लिमिटेड

Bharat Heavy Electricals Limited

(A Government of India Undertaking)

ELECTRONICS DIVISION

P.B.No 2606, Mysore Road, Bengaluru - 560 026

Gram : BHARATELEC
Telex : 0845-2436 BHCE IN
0845-8151 BHCE IN
Fax : 080-26989217
RABMN : 404100000014
PHONE :
E-MAIL :

Ref: EDN: S15: BE: APP/24-25

Date: 23 / 09 / 2024

SHRI B. HARSHITH

Documents Checked & forwarded for
Medical Examination

HR-EXECUTIVE/ASST
THE MEDICAL SUPERINTENDENT

Dear Candidate,

SUB: APPRENTICESHIP FOR (B.COM) TRAINING UNDER THE APPRENTICES ACT -1961.

We compliment you on your performance in our selection process and are pleased to inform you that you are selected as B.Com Apprentice in the discipline mentioned below for a period of ONE YEAR subject to the following conditions: -

- 1) You have to appear before our Company Medical Officer for Medical Examination with the following Documents on or before the date mentioned below on any working day between 9.00 AM & 4.30 PM (Between 9.00 AM & 12.30 AM on Saturday)
 - a) Original and Self-attested Two set xerox copies of SSLC, ITI Marks cards & NCVT
 - b) Three passport size photographs and two stamp size photographs.
 - c) A copy of SC/ST/Physically challenged certificate (if applicable). If the verification reveals that your claim is false, the training will be terminated forthwith without assigning any further reason.
- 2) If you are found medically fit, you are required to join on the date mentioned below. During the training period, you will be paid a stipend, as mentioned below. However, you should make your own arrangements towards Transport & Accommodation. Moreover, during this period you are NOT covered under the Company's Medical Attendance Rules for Treatment & Reimbursement.
3. It is a mandatory requirement for all the Apprentices (Boys or Girls) to report for Training from the date of their joining, wearing black leather shoes at their own cost till the same is issued by the company. The shoes and uniform (which will be supplied free of Cost) are to be worn regularly, failing which they will not be allowed inside the plant.

Please note that no TA & DA will be admissible for attending Medical Examination. Should you fail to report for Medical Examination by the due date, this letter will be treated as CANCELLED AND WITHDRAWN. **PLEASE NOTE THAT YOU ARE BEING TAKEN ONLY FOR THE PURPOSE OF TRAINING & WILL NOT BE CONSIDERED FOR REGULAR EMPLOYMENT ON COMPLETION OF YOUR TRAINING. MOBILE PHONES ARE NOT PERMITTED INSIDE THE FACTORY PREMISES.**

With best wishes,

Your's faithfully
For Bharat Heavy Electricals Ltd.,

NAME OF TRADE : B.COM
DATE OF MEDICAL TEST : 23.09.2024
DATE OF REPORTING : 24.09.2024
STIPEND AMOUNT : Rs 9,000 /- PER MONTH

ವಾ [Manager/HR] ವ್ಯವಸ್ಥಾಪಕರು/ಮಾ.ಸಂ.
ಪಾರ್ಥ ದತ್ತಾ, ೩೫ ಪ್ರಬಂಧಕ/ಮಾನವ ಸಂಪನ್ಮೂಲ
PARTHA DATTA, DEPUTY MANAGER/HR
BHEL-EDN, MYSURU ROAD, BENGALURU-560026

Regd. Office: BHEL House, Siri Fort, New Delhi - 110 049

Short term employment

Ref: HR/STL/24-25/12-168

December 28th, 2024

Dear Ms. Chaitra KP,

With reference to your application and subsequent interview with us, we are pleased to appoint you as **Admin Cum Counsellor** at **Chandhapura**. It's great pleasure as you join our organization and we promise to provide you with a great work experience here.

Organization Designation: **Project Execution team**

Project start date: **2nd January, 2025**

Project end date: **31st March, 2025**

Salary: A consolidated salary of Rs 15000/- **per month** (Rupees Fifteen Thousand only).

The following are the organization's rules and guidelines:

1. During the period of the project with the Organization, the employee needs to devote full time to the work of the Organization. Further, he/she will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in-kind or otherwise, without the prior written permission of the Organization.
2. Absence for a continuous period of five days without prior approval of the employee's superior, (including overstay on leave/training) would result in losing his/her lien on the service and the same shall automatically come to an end without any notice of intimation. The employee is not eligible to take leaves during the project period. In the event of any unavoidable leaves, prior confirmation has to be taken from the superior.
3. The employee will not (except in the normal course of the Organization's service) publish any article or statement, deliver any lectures or broadcast or make any communication to the press, including magazine publication relating to any matter with which the Organization may be concerned, unless he/she has obtained written permission from the Organization.
4. If at any time in our opinion, which is final in this matter the employee is found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission, or any other misconduct considered by us deterrent to our interest or of violation of one or more terms of this letter, his/her services may be terminated without notice and on account of the reason of any of the acts or omission the Organization shall be entitled to recover damages from you.

5. The employee will not accept any present, commission, or any sort of gratification in cash or kind from any person, party or firm, or organization that has dealt with the Organization and if offered any, he/she should immediately report the same to the Management.
6. The employee will be responsible for the safekeeping and return in good condition and order of all Organization property, which may be in his/her use, custody, or charge.
7. The employee shall not, at any time after the termination represents themselves in being connected with the organization and shall not disclose any confidential information.
8. You are on probation period for the first 6 months. Based on your performance and fulfilling the position requirements. Will re-evaluate your profile. 1-month notice period.

We welcome you to the Nirmaan family and we are looking forward to the mutual progress of the Organization and the Employee.

With best wishes,



Himasree Raghumudri
Signature
Chief People Officer
Nirmaan Organization.

*Digitally signed document

Acceptance Signature

Dear **Dhanush KR**,

With reference to your application and subsequent interview we are pleased to inform you that you have been selected for the role of **Junior Accountant (Probationer)** for a period of **3 months** in the **Accounts Department** at **Movoto Infra Promoters LLP** on the following terms and conditions:

1. Date of appointment

You will be appointed as a **Junior Accountant** with effect from **9th September 2024**.

2. Probation period

The probation will be for **3 months** from the date of joining. However the said period can be extended at the discretion of the company.

3. Salary during probation

During the probation you will be entitled to a salary of **15,000 per month**.

4. Appointment after expiry of probation period, in case found suitable

If after the expiry of probation period, you are found suitable by the company, you will be confirmed on your appointment.

If you are not found suitable for the job, your appointment will be terminated at the discretion of the company and in case of such termination you will have no right or claim against the company.

We eagerly anticipate your contributions to our organization.

Warm regards,

Sahana R
Director - Operations

Offer of Employment : Junior Accountant



Inbox



Veena... 19/12/2024

to me, Sella, D... ▾



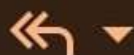
Happy Evening Ms Divyashree M

Greetings from S.S Pandian and Sons !!!

We are delighted to extend to you an offer for the position of Junior Accountant at Our Organization. We believe you will be a valuable addition to our team.

Your anticipated start date is on 23rd December 2024. Appointment Letter will be issued on the day of joining.

Kindly request that you submit the following documents to complete the necessary formalities:



Reply all





Innovative Postgrad Educations Private Limited

www.postgradeducations.in

Appointment Letter

Date:13/12/2024

Name – K Kaushik

Employee Code –1033

Designation – Senior Sales Executive

Salary (CTC) – ₹ 5.28LPA

Department – Sales

Work Location – WFH Model

Subject-Confirmation of Employment

The terms & conditions of your employment are as follows: -

1. You are expected to join on 02/01/2025. Your working hours are 10 am to 7pm.
2. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation` under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under leave without pay. The employee has to report to his / her department head on re-joining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 4 days (including paid and unpaid leaves/ consecutive or cumulative), training will be discontinued without any notice.
3. Your target revenue will be Rupees Two Lakhs Sixty Thousands (Rs 2,60,000). You need to accomplish 50% of the revenue target to be entitled to get full salary. However, in case of shortfall, you will be entitled to 25% salary of your sales revenue.

INNOVATIVE POSTGRAD EDUCATIONS PRIVATE LIMITED

ADDRESS- 421, A-1 DAKRA CANTT, DEHRADUN-248003, UTTARAKHAND

support@postgradeducations.in



Innovative Postgrad Educations Private Limited

www.postgradeducations.in

not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in the service.

8. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such disputes shall vest exclusively in the courts of Dehradun, Uttarakhand .

9. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

10. The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

11. You are requested to submit the below mentioned documents on your joining date: -

- A copy of the relieving letter from your present employer
- Documentary evidence of the last salary drawn
- Documentary evidence of the date of birth & Educational Qualifications
- Passport-size photographs
- PAN Card
- Aadhar Card
- Voter ID Card/ Passport/ Driving License
- Cancelled Cheque/ Bank Statement/ Bank Passbook

Note: This employment contract is conditional on the verification of the information you provided during the previous conversations and interviews. This offer letter and/or subsequent employment status will be withdrawn with immediate effect if any of the details provided are found to be incorrect or fraudulent at any stage during your employment.

INNOVATIVE POSTGRAD EDUCATIONS PRIVATE LIMITED

ADDRESS- 421, A-1 DAKRA CANTT, DEHRADUN-248003, UTTARAKHAND

support@postgradeducations.in

29-07-2024

Dear KULDEEP N,

At the outset, I would like to sincerely thank you for accommodating us through the entire interview process.

We, at Bharti AXA Life Insurance, are extremely pleased to make you an offer as **Graduate Trainee – Executive** to be based at **Ka - Bangalore - Jayanagar, Bangalore, Karnataka, India**. The last few discussions, clearly helped us reaffirm our mutual interest levels and I am sure you would appreciate the transparent approach we followed in sharing the complete details.

Please find below the break- up. Also, please refer to the below on additional details on the entitlements and benefits.

1. Your Total Fixed Pay is **INR. 3,00,000**
2. Your org level will be **Associate** at Band 1
3. Variable as per Company Policy
4. Gratuity as per Act
5. Medical Insurance as per company policy
6. Accident Insurance for self as per company policy
7. Life Insurance Cover for self as per company policy

Based on the above entitlements would appreciate your confirmation on the below offer by **01-08-2024**, and your tentative date of joining will be on or before **01-08-2024**.

(Please note, this offer is no longer valid if you don't join on or before the date of joining as mentioned above)

Looking forward for your association with Team Bharti AXA Life at the earliest.

Yours sincerely,

For **Bharti AXA Life Insurance Co Ltd**,



Dhanashree Thakkar
Head - Human Resources & Distribution Training

Service Unit Address:

Bharti AXA Life Insurance Company Ltd. Spectrum Towers, 3rd Floor, Malad Link Road, Malad (West), Mumbai – 400065

Registered Address:

Bharti AXA Life Insurance Company Ltd. IRDAI Reg No. 130 dated 14/07/2006 [Life Insurance Business]

Unit No. 1902, 19th Floor, Parinee Crescenzo. 'G' Block, Bandra Kurla Complex, BKC Road, Near MCA Club, Bandra East, Mumbai – 400051, Maharashtra. CIN No.: U66010MH2005PLC157108 | Toll free: 1800-102-4444 | Website: www.bharti.axa.com | Tel: +91 22 40306300 | Fax: +91 22 40306347



23-07-2024

Dear Lakshmi Priya G,

At the outset, I would like to sincerely thank you for accommodating us through the entire interview process.

We, at Bharti AXA Life Insurance, are extremely pleased to make you an offer as **Graduate Trainee – Executive** to be based at **Ka - Bangalore - Jayanagar, Bangalore, Karnataka, India**. The last few discussions, clearly helped us reaffirm our mutual interest levels and I am sure you would appreciate the transparent approach we followed in sharing the complete details.

Please find below the break- up. Also, please refer to the below on additional details on the entitlements and benefits.

1. Your Total Fixed Pay is **INR. 3,00,000**
2. Your org level will be **Associate** at Band 1
3. Variable as per Company Policy
4. Gratuity as per Act
5. Medical Insurance as per company policy
6. Accident Insurance for self as per company policy
7. Life Insurance Cover for self as per company policy

Based on the above entitlements would appreciate your confirmation on the below offer by **01-08-2024**, and your tentative date of joining will be on or before **01-08-2024**.

(Please note, this offer is no longer valid if you don't join on or before the date of joining as mentioned above)

Looking forward for your association with Team Bharti AXA Life at the earliest.

Yours sincerely,

For **Bharti AXA Life Insurance Co Ltd**,

Dhanashree Thakkar
Head - Human Resources & Distribution Training

Service Unit Address:

Bharti AXA Life Insurance Company Ltd. Spectrum Towers, 3rd Floor, Malad Link Road, Malad (West), Mumbai – 400065

Registered Address:

Bharti AXA Life Insurance Company Ltd. IRDAI Reg No. 130 dated 14/07/2006 [Life Insurance Business]
Unit No. 1902, 19th Floor, Parinee Crescenzo. 'G' Block, Bandra Kurla Complex, BKC Road, Near MCA Club, Bandra East, Mumbai – 400051, Maharashtra. CIN No.: U66010MH2005PLC157108 | Toll free: 1800-102-4444 | Website: www.bharti-axa.com | Tel: +91 22 40306300 | Fax: +91 22 40306347



Breakup of Total Compensation Structure

Name : **Lakshmi Priya G**

Designation : **Graduate Trainee – Executive**

Level : **Associate | 1**

Notes:

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	90,000	7,500
Hra	45,000	3,750
Supplementary Allowance	90,000	7,500
Special Allowance	32,271	2,689
Statutory Bonus	16,800	1,400
Employer Contribution to Provident Fund	21,600	1,800
Gratuity	4,329	361
Fixed Pay	3,00,000	25,000

Variable Pay: You will be eligible for variable pay/incentives as per the company policy. No variable pay/incentives will be paid if you are no longer in employment or are under notice of termination of employment, either originating from you or the Company.

Statutory deductions: Employee's contribution to Provident Fund, Professional Tax & Income Tax will be deducted as applicable.

Insurance Coverage: You will be covered under Group Life Insurance, Group Accident Insurance & Group Medical Policy

Gratuity: Gratuity shall be payable to you as per the Payment of Gratuity Act, 1972.

Special Earning Incentive: payout will be payable based on performance/activity and no catch-up option will be available in the next month. Please refer company policy document for further details

This communication supersedes any prior oral or written understanding of the offer.

Yours sincerely,

Service Unit Address:

Bharti AXA Life Insurance Company Ltd. Spectrum Towers, 3rd Floor, Malad Link Road, Malad (West), Mumbai – 400065

Registered Address:

Bharti AXA Life Insurance Company Ltd. IRDAI Reg No. 130 dated 14/07/2006 [Life Insurance Business]
Unit No. 1902, 19th Floor, Parinee Crescenzo. 'G' Block, Bandra Kurla Complex, BKC Road, Near MCA Club, Bandra East, Mumbai – 400051, Maharashtra. CIN No.: U66010MH2005PLC157108 | Toll free: 1800-102-4444 | Website: www.bharti-axa.com | Tel: +91 22 40306300 | Fax: +91 22 40306347



For Bharti AXA Life Insurance Co Ltd,

A handwritten signature in black ink, appearing to read 'Dhanashree'.

Dhanashree Thakkar

Head - Human Resources & Distribution Training

Service Unit Address:

Bharti AXA Life Insurance Company Ltd. Spectrum Towers, 3rd Floor, Malad Link Road, Malad (West), Mumbai – 400065

Registered Address:

Bharti AXA Life Insurance Company Ltd. IRDAI Reg No. 130 dated 14/07/2006 [Life Insurance Business]
Unit No. 1902, 19th Floor, Parinee Crescenzo. 'G' Block, Bandra Kurla Complex, BKC Road, Near MCA Club, Bandra East, Mumbai – 400051,
Maharashtra. CIN No.: U66010MH2005PLC157108 | Toll free: 1800-102-4444 | Website: www.bharti-axa.com | Tel: +91 22 40306300 | Fax: +91 22 40306347

< [Icons] ...

Letter of Appointment - Gallagher Center of Excellence Inbox ★



Tulsi Raghu 7:32 AM

to me ▾



Hi Lepaksha,

Congratulations!!!!

We are pleased to extend the offer of employment to you on behalf of Gallagher Center of Excellence.

We hope you will enjoy your role and make a significant contribution to the overall success of the organization.

As discussed during the interview, please find attached your detailed offer letter.

Please take time to review our offer. It includes important details on compensation, benefits and the terms and conditions of your anticipated employment with us.

Kindly send us the Manually signed copy of Letter of Appointment & LOI on or before 5.00 PM(Today).

Please Note: Manual signature is must in all 11 pages in Letter of Appointment & 2 Pages of LOI (Right side bottom corner).

Thanks & Regards,

Tulsi Raghu,

Associate – Human Resources



Ref: VO/OL/2024-060

Date: 09TH Oct 2024

To,
Mr. Pavan Rao S,

E-351 5th Cross, Near Om Shakthi Temple,
Sanjeevini Nagar, Heganahalli cross,
Bangalore North, Bangalore -560091.

LETTER OF OFFER

With reference to your application and the subsequent interactions, interviews and discussions, we are pleased to offer you a position within our organization. This offer is confirmed, but subject to fulfilment of our organizational record & documentation requirements.

1. **Designation** : System Engineer
2. **Date of Commencement of Duties (On or Before)** : 20th October 2024
3. **Period of Contract** : You will be on Contract till 31st December 2024.
The contract is extendable subject to satisfactory performance.
4. **Location of Reporting** : Bengaluru, Karnataka.
5. **Assignments & Work** : Anywhere in India.
6. **Relocation** : Subject to administrative convenience and applicable regulations in force from time to time.
7. **Compensation** : Packaged CTC of **Rs. 2,40,000/-** (Indian Rupees Two Lakh Forty Thousand Only) PA which is all inclusive.
a) This package is inclusive all employer contribution as well as any variable components & incentives.
b) The net salary and take home is subject to all statutory deductions including income tax are will be done at source as applicable.
8. **Benefits** : Leave, medical benefits and any other such benefits in accordance with the rules and regulations framed or to be framed shall be extended to you. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the applicable rules in force from time to time. Some of the benefits are built into the CTC offered above.

VertX Solutions

Old No. 12/New No. 29, Ashok Nagar 9th Avenue, Manthope Colony, Chennai-600083

Ph- +91-44 35079060 Mobile : +91 95000 03964

Email : hr@vertxsolutions.net, Website : www.vertxsolutions.net

18. Verification

: You warrant that all information and documents provided by you to VertX Solutions in connection with your employment related checks, including information regarding your existing and/or past employment, experience and qualification, and your academic, business and other references, is accurate and truthful, and that you agree to, and will provide full and complete disclosure required for the purpose of conducting employment checks by the company as and when the company deems fit to conduct such a check.

This offer of employment and/or your employment is subject to our scrutiny/enquiry/Check being completed to the satisfaction of the company for which you have consented. An adverse report received including any false/wrong information/document / disclosure, whether received prior to your joining the company and/or after, may lead to this offer of employment being withdrawn with immediate effect and/or your employment being terminated immediately, by written notice from the company.

Other Terms and Conditions:-

- You will be deputed to other organization (hereinafter referred to "Client") for various business needs.
- You are eligible for 1 day leave per month as per the client/business requirements.
- Other Holidays, Weekly Off, Leave Policy (Medical, Maternity, Emergency, Casual, Earned, etc) are based on client and business requirements and as per sole discretion of the client.
- Your Daily attendance report needs to be shared to VertX on time. Your attendance should match with the time sheet process of the client/business requirements. Failing to adhere process including sharing of attendance will be treated absence and Loss of Pay will be imposed.
- Dress Code – Formal or as per the client/business requirements.
- The client shall provide necessary software and operating system with valid license to work.
- You are restricted from taking any employment directly or indirectly or otherwise use your service to client in any manner without the written consent of the VertX Solutions. This condition shall be in force during the term of your employment as well as for two years after your resignation/termination.
- Notice Period for resignation/discontinuation of service – as per Termination Notice Period .
Salary in lieu of notice period is not acceptable.
- Violating employment terms, unauthorized leave, damages to client property/personnel, infringement of intellectual property rights, sharing confidential information to others or to personal mail will be treated as non-adherence, violation of terms and conditions which will lead to termination and damages/compensation of Rs. 1,00,000/- to be paid to VertX Solutions.

VertX Solutions

Old No. 12/New No. 29, Ashok Nagar 9th Avenue, Manthope Colony, Chennai-600083

Ph- +91-44 35079060 Mobile : +91 95000 03964

Email : hr@vertxsolutions.net, Website : www.vertxsolutions.net

Annexure – Salary Break Up

<u>Salary Break Up</u>	<u>Monthly</u>	<u>Annual</u>
Basic	16,254	1,95,048
HRA	-	-
Statutory Bonus	1,354	16,248
Conveyance	-	-
Medical Allowance	-	-
Special Allowance	-	-
Monthly Gross	17,608	2,11,296
EPFO	1,800	21,600
ESIC	133	1,596
Proff Tax	-	-
Total Deduction	1,933	23,196
Company's Contribution		
EPFO	1,950	23,400
ESIC	573	6,876
Insurance	250	3,000
CTC	20,381	2,44,572
Net Pay	15,675	1,88,100

TRUE AUTOMATION & HOME CINEMAS

5, E-Vikas, 2nd Cross,

Rammohan Puram, Bangalore 560 021

HR/006

Date:01.09.2024

To

PAVAN U

S/O Umesh Lakshman Rao

Bangalore

PAN : FXYP3731H

Offer Letter for appointment

Dear PAVAN U

We are delighted to extend a formal offer of employment for the position of Manager of Marketing & Sales at True Automation & Home Cinemas. We were thoroughly impressed with your skills, experience, and your alignment with our company values during the interview process.

Here are the key details of your job offer:

Job Title	Marketing & Sales Manager
Start Date	01/09/2024
Basic Salary	Rs.15,000/=
Total Salary	Rs.15,000/=

Salary in words Rupees Fifteen thousand only

Work Schedule: 10:30am to 7:30pm

Location: Ramamohanapuram, Bengaluru 560021

You will be reporting to Mr.Krishnamurthy.B, who is excited to welcome you to our team.

Please note that this offer is contingent on [Any Contingencies, such as background checks or references], and you will be expected to complete these before your start date.

To accept this offer, please sign and return a copy of this letter by 5th September 2024. You can send it via email to taahc101@gmail.com or to the address mentioned below:

True Automation & home cinemas
#5, E-Vikas, 2nd cross, Ramamohan Puram,
Bengaluru - 560021

If you have any questions or require further information, please do not hesitate to contact Senthil at 9019645026
senthilkumar1671@gmail.com

We look forward to welcoming you to our team and working together to achieve our company's goals.

Sincerely,
Krishnamurthy.B
Marketing & Sales Manager
True Automation & Home cinemas
9019645026



08-08-2024

Dear POOJA S,

At the outset, I would like to sincerely thank you for accommodating us through the entire interview process.

We, at Bharti AXA Life Insurance, are extremely pleased to make you an offer as **Graduate Trainee – Executive** to be based at **Ka - Bangalore - Jayanagar, Bangalore, Karnataka, India**. The last few discussions, clearly helped us reaffirm our mutual interest levels and I am sure you would appreciate the transparent approach we followed in sharing the complete details.

Please find below the break- up. Also, please refer to the below on additional details on the entitlements and benefits.

1. Your Total Fixed Pay is **INR. 3,00,000**
2. Your org level will be **Associate** at Band 1
3. Variable as per Company Policy
4. Gratuity as per Act
5. Medical Insurance as per company policy
6. Accident Insurance for self as per company policy
7. Life Insurance Cover for self as per company policy

Based on the above entitlements would appreciate your confirmation on the below offer by **08-08-2024**, and your tentative date of joining will be on or before **08-08-2024**.

(Please note, this offer is no longer valid if you don't join on or before the date of joining as mentioned above)

Looking forward for your association with Team Bharti AXA Life at the earliest.

Yours sincerely,

For **Bharti AXA Life Insurance Co Ltd**,

Dhanashree Thakkar

Head - Human Resources & Distribution Training

Service Unit Address:

Bharti AXA Life Insurance Company Ltd. Spectrum Towers, 3rd Floor, Malad Link Road, Malad (West), Mumbai – 400065

Registered Address:

Bharti AXA Life Insurance Company Ltd. IRDAI Reg No. 130 dated 14/07/2006 [Life Insurance Business]
Unit No. 1902, 19th Floor, Parinee Crescenzo. 'G' Block, Bandra Kurla Complex, BKC Road, Near MCA Club, Bandra East, Mumbai – 400051, Maharashtra. CIN No.: U66010MH2005PLC157108 | Toll free: 1800-102-4444 | Website: www.bharti-axa.com | Tel: +91 22 40306300 | Fax: +91 22 40306347



Breakup of Total Compensation Structure

Name : **POOJA S**

Designation : **Graduate Trainee – Executive**

Level : **Associate | 1**

Notes:

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	90,000	7,500
Hra	45,000	3,750
Supplementary Allowance	90,000	7,500
Special Allowance	32,271	2,689
Statutory Bonus	16,800	1,400
Employer Contribution to Provident Fund	21,600	1,800
Gratuity	4,329	361
Fixed Pay	3,00,000	25,000

Variable Pay: You will be eligible for variable pay/incentives as per the company policy. No variable pay/incentives will be paid if you are no longer in employment or are under notice of termination of employment, either originating from you or the Company.

Statutory deductions: Employee's contribution to Provident Fund, Professional Tax & Income Tax will be deducted as applicable.

Insurance Coverage: You will be covered under Group Life Insurance, Group Accident Insurance & Group Medical Policy

Gratuity: Gratuity shall be payable to you as per the Payment of Gratuity Act, 1972.

Special Earning Incentive: payout will be payable based on performance/activity and no catch-up option will be available in the next month. Please refer company policy document for further details

This communication supersedes any prior oral or written understanding of the offer.

Yours sincerely,

Service Unit Address:

Bharti AXA Life Insurance Company Ltd. Spectrum Towers, 3rd Floor, Malad Link Road, Malad (West), Mumbai – 400065

Registered Address:

Bharti AXA Life Insurance Company Ltd. IRDAI Reg No. 130 dated 14/07/2006 [Life Insurance Business]
Unit No. 1902, 19th Floor, Parinee Crescenzo. 'G' Block, Bandra Kurla Complex, BKC Road, Near MCA Club, Bandra East, Mumbai – 400051, Maharashtra. CIN No.: U66010MH2005PLC157108 | Toll free: 1800-102-4444 | Website: www.bharti-axa.com | Tel: +91 22 40306300 | Fax: +91 22 40306347



For Bharti AXA Life Insurance Co Ltd,

A handwritten signature in black ink, appearing to read 'Dhanashree'.

Dhanashree Thakkar
Head - Human Resources & Distribution Training

Service Unit Address:

Bharti AXA Life Insurance Company Ltd. Spectrum Towers, 3rd Floor, Malad Link Road, Malad (West), Mumbai – 400065

Registered Address:

Bharti AXA Life Insurance Company Ltd. IRDAI Reg No. 130 dated 14/07/2006 [Life Insurance Business]
Unit No. 1902, 19th Floor, Parinee Crescenzo. 'G' Block, Bandra Kurla Complex, BKC Road, Near MCA Club, Bandra East, Mumbai – 400051,
Maharashtra. CIN No.: U66010MH2005PLC157108 | Toll free: 1800-102-4444 | Website: www.bharti-axa.com | Tel: +91 22 40306300 | Fax: +91 22 40306347

Date: 24-Sep-2024

Dear **Roopa S**

Congratulations! We take great pleasure in inviting you to be an integral part of Omega Healthcare Management Services Private Limited.

We are pleased to make you an offer of employment as **PROCESS EXECUTIVE - AR** full time and your place of posting will be **Bengaluru-I** with an Annual CTC Compensation of **Rs. 2,90,419.00 (Two Lakhs Ninety Thousand Four Hundred Nineteen Rupees Only)**. In addition, upon successful completion of Probationary period you are eligible for **Performance Based Quarterly Merit Increase (PBQMI)** and **Quarterly Tenure Bonus Plan (QTB)** as indicated in **Annexure D**.

Your date of joining will be on or before **25-Sep-2024**, beyond which this offer stands revoked.

Our team is dedicated to empower healthcare organizations in delivering exceptional care while enhancing their financial performance, and we believe your skills and passion will be instrumental in helping us achieve our goals. At Omega, we pride ourselves on our values – CREDO (Customer Excellence, Respect, Empowerment, Diversity and One Omega). These values empower us to achieve excellence and foster a positive work environment. As our core team member, you will have the opportunity to showcase these values and be a contributor to build 'One Omega' culture.

We are an international organization with people capabilities across India, Philippines, and the USA. You will discover with us 'passion, energy and commitment' to be the best in class and take pride in doing things differently. As we refine and continuously improve on our people process, we count on your support in making Omega Healthcare one of the Best Place to Work.

Combining the largest medical coding staff in the world, with proprietary technology, analytics and automation capabilities, Omega Healthcare helps thousands of providers eliminate administrative burdens, accelerate cash flow and reduce health management costs. The company streamlines medical billing, coding and collections processes, and offers telephone and message-triage services to provide the most comprehensive and scalable outsourced revenue cycle management solutions in the industry.

Most of us here are ordinary people, but constantly seeking to do extraordinary things. We are not perfect, but we are open to feedback, learning and change. While we have our own individuality, we also share a common vision and complement each working as a team.

What differentiates us from other places to work is our passion and commitment towards superior customer service. You will find strong core values and brand promise that we live up that is hallmark amongst all our Service offerings.

We firmly believe in employee engagement and our evolving people processes. We assure you enrichment, growth and fulfillment at the end of each working day. Discover Camaraderie, Harmony and Accomplishment with us.

We look forward to a long and fruitful association with you and confident of making Omega Healthcare a truly world class and an aspirational MNC to work for.

By accepting this offer, you agree to abide by this clause that this offer of employment entails Working from Office (WFO) effective 25-Sep-2024.

All our new employees have been asked to report to office as part of employment starting Apr'2022 and By accepting this offer, you agree to abide by this clause that this offer of employment entails Working from Office (WFO) effective your 25-Sep-2024

With this arrangement we look forward in extending our Best Welcome, Induction and Training in making you successful and experience our culture and team spirit.

In the event of work assignment that stipulates remote working, you agree to have access to Broad-band Internet connection for effective discharge of your duties and the same would be reimbursed to the tune of Rs.800/month.

Your offer and subsequent appointment will be governed by the terms and conditions of employment presented in the enclosed Annexure A. You will also be governed by rules and regulations in vogue that may change from time to time.

At the time of your joining, the following documents need to be submitted:

- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card /Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR
- Self ID Proof - 2 Copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ Aadhaar/College ID)
- 2 References for professional / character reference checks
- Last 3 months pay slips or latest copy of Form 16(applicable to experienced candidates)
- Residence Proof - 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ Aadhaar / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- Passport size photographs - 6 Nos.
- Post card Size photographs - 2 Nos. (for ESI Employees)
- Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- Physical standard (Blood Group, Height, Weight - details only required for filling the application form. Proof not required)

While at Office, we attire Formally on Mondays and Smart Business Casuals on the Rest of the Days.

Please do not hesitate to contact us, should you need any assistance or information regarding your onboarding. You are required to sign the duplicate of this Offer Letter and the Annexure as your acceptance and submit the same to us.

We look forward having you as a vibrant family member of Omega Healthcare!

Sincerely,

For Omega Healthcare Management Services Pvt. Limited.

A handwritten signature in blue ink, appearing to read "Guruvayurappan P V".

Guruvayurappan P V
Chief Human Resource Officer

Annexure A (PROCESS EXECUTIVE - AR)

Terms and Conditions of Employment

You shall be governed by the following terms and conditions of service during your employment with **Omega Healthcare Management Services Private Limited** (hereafter referred to as the “company”), and those that may be amended from time to time.

Statement of Facts

- a. The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form and Resume for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.
- b. Subsequent to your appointment, if there were to be any negative feedback from your previous employment, you would be liable to be removed from services without any notice.

Duties

- a. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company in the letter and spirit,
- b. During working hours, you shall entirely devote your time, attention and abilities to the business of the company.
- c. You shall not, without company's prior written consent, be in any way directly or indirectly concerned with any other business or employment during or outside your hours of work in the company. You shall however, undertake honorary, social or charitable nature, library, and artistic or scientific character only with the express written permission from the competent authority.
- d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interest of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

Place of Work

You will be in employment at the company's office or other work locations as required. The company reserves the right to transfer you on a temporary or permanent basis to other job functions, departments or locations within the company, when necessary.

Hours of Work

- a. The working day shall comprise of 9.00 working hours inclusive of 30 minutes of Lunch break and 30 minutes for 2 Tea breaks. You may be required to work on shift as assigned. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which your reporting officer will notify you in advance.
- b. Omega Healthcare observes national and festival holidays as per policy which will be notified during induction. The festival holidays may vary every year and across region/Service line.

Leave and Vacation

- a. From the date of joining, you will be entitled to and 1 day of Sick/ Casual Leave Per month as per Leave policy applicable to your grade from subsequent month of joining.
- b. On a prorata basis, you would also be entitled for 1 day of Privileged Leave Per month of as per our policy. You can refer Leave policy for further information on leave policies and its applicability.

Conduct

- a. You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

Confidentiality

- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
- b. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- c. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager you report to.
- f. You may have to sign
 - The Non-Disclosure Agreement and Non Compete Agreement (as applicable)
 - The Code of Business Conduct and Ethics
 - Prohibition or Disclosure or Use of Inside Information (as applicable)

Separation from the company

- a. The retirement age of the company is 58 years for Bands 1 – 4 and T1 – T4, Band 5/T5 & above is 60 years. At the time formally resigning from service, you shall serve the notice period of as appended below:

Notice Period Clause/Bands	Band 1 - Trainees	Band 1 - Laterals	Band 2	Band 3	Band 4	Band 5	Band 6
During Probation	30	30	30	30	30	NA	NA
After confirmation	60	60	60	60	60	90	90

- b. When you resign formally from the service of the Company, the Company may solely at its discretion, Permit you to pay up for the notice period in lieu for the un-served notice period.
- c. You will not be entitled to such notice period, If the Company terminates your services due to misdemeanor, unsatisfactory performance or any other disciplinary matter.
- d. In the event of your separation (whether voluntary or involuntary) from the company within 24 months of appointment, you will pay back in full all Performance Based Quarterly Merit Increase (PBQMI) and Quarterly Tenure Bonus (Annexure D) paid to you in order to be formally relived in accordance to the Terms of the Service Performance Agreement.

Income-tax Act (1961)

In compliance with the Income-tax Act (1961) and CBDT (Central Board of Direct Taxes) amendments, linking your PAN with Aadhar is mandatory. Failure to do so by the 20th of the month, will result in higher income tax deductions (20% or the Average Tax Rate) from your salary thereby reducing your Monthly Net Pay. Ensure your PAN is linked with Aadhar during the start of your employment to avoid such deductions

I accept the terms and conditions of the Company mentioned above and the following Annexures.

Signature

Name:Roopa S

Date:24-Sep-2024



Annexure B

Offer of Employment under Special Module

- We take pride in being an Employer of Choice. It is all about the internal workings of our company, about our people, and the way we treat them. We are a Fantastic Place to work where people are involved and enjoy performing, adopt a role as Brand Ambassador, are highly satisfied and closely involved in the organization. We are a Great Place for building a bright future.
- Omega Healthcare has a strong basic core: breaking down barriers, inspiring and connecting. This is applied to personal development, business and society. A career with us is an opportunity to find purpose in your passion. It is a chance to grow and develop into an ace at what you do. We have grown many of our People over the years into positions of Leadership and Innovation who have made meaningful impact.
- At Omega Healthcare, our Values of Customer Service, Respect, Transparency, Equal Opportunity and Collaboration guide our actions and decisions each day. You will Discover Camaraderie, Harmony and Accomplishment with us.
- You are being made an **Offer of Employment under Special Module** that accords opportunity to earn higher starting salary (as outlined in Annexure C) than what is normally offered for New Hire Freshers. Through this Special Module, you will receive Training and Mentoring aimed at upskilling you for future Leadership opportunities within the Organization.
- You acknowledge that through this Special Module of Tenure Based Performance Bonus Pay and Training, this employment offer entails you to serve the organization for 24 (Twenty-Four) months as minimum service tenure failing which you become liable to pay any Performance Based Quarterly Merit Increase (PBQMI) and Quarterly Tenure Bonus paid to you by the Organization. **You also undertake to sign 'Service Performance Guarantee Agreement' as part of your appointment letter upon your joining.**

Annexure - C
SALARY STRUCTURE

Pay Component	Monthly Amount	Annual Amount
CTC		
Fixed Cash (Gross)	21100	253200
Basic	16300	195600
HRA	3170	38040
Advanced Statutory Bonus	1630	19560
Benefit	3101	37219
PF	1956	23472
Medical Insurance Premium	262	3144
Group Term Life Insurance	100	1200
Gratuity	783	9403
Total CTC	24201	290419
Total CTC	24201	290419

Variable Pay - You will also be eligible for performance based variable pay of Rs. **0.00/-** per annum (i.e. Rs. **0.00**/per month) which is payable as per company policy on achievement of agreed upon targets.

Authorized by



Guruvayurappan P V
Chief Human Resource Officer



Annexure - D

Performance Based Quarterly Merit Increase (PBQMI) and Quarterly Tenure Bonus Plan–Indicative Earning Potential

	Gross Salary (X)			Quarterly Tenure Bonus (Y)		
Month	Performance Exceeds Expectations (EE)	Performance is Above Expectations (AE)	Performance Completely Meets Expectations (CME)	Performance Exceeds Expectations (EE)	Performance is Above Expectations (AE)	Performance Completely Meets Expectations (CME)
1	21100	21100	21100	0	0	0
2	21100	21100	21100	0	0	0
3	21100	21100	21100	0	0	0
4	22600	22600	22600	0	0	0
5	22600	22600	22600	0	0	0
6	22600	22600	22600	0	0	0
7	23800	23500	23200	10500	9000	7500
8	23800	23500	23200	0	0	0
9	23800	23500	23200	0	0	0
10	25000	24400	23800	12000	10500	9000
11	25000	24400	23800	0	0	0
12	25000	24400	23800	0	0	0
13	26200	25300	24400	13500	12000	10500
14	26200	25300	24400	0	0	0
15	26200	25300	24400	0	0	0
16	27400	26200	25000	15000	13500	12000
17	27400	26200	25000	0	0	0
18	27400	26200	25000	0	0	0
19	28600	27100	25600	16500	15000	13500
20	28600	27100	25600	0	0	0
21	28600	27100	25600	0	0	0
22	29800	28000	26200	18000	16500	15000
23	29800	28000	26200	0	0	0
24	29800	28000	26200	0	0	0
25	31000	28900	26800	19500	18000	16500

	644500	623500	602500	105000	94500	84000
--	--------	--------	--------	--------	-------	-------

Total 25 (Twenty-Five) Months Earning Potential is as appended below:

Total Earning Potential (Performance Exceed Expectations) = $644500(X) + 105000(Y) = \text{Rs.}7,49,500(Z)$

Total Earning Potential (Performance Above Expectations) = $623500(X) + 94500(Y) = \text{Rs.}7,18,000(Z)$

Total Earning Potential (Performance Completely Meets Expectations) = $602500(X) + 84000(Y) = \text{Rs.}6,86,500(Z)$



September 20, 2024

Shreya Balu

#80 T2 Sai Ragavendra Residency
Amarjyothi layout
Sanjayanagar Bengaluru 560094
Karnataka

Dear Shreya,

Subject: Offer letter

Thank you for exploring career opportunities with **Yellafin Pvt. Ltd.** You have successfully completed the training period and we are pleased to make you an offer.

This offer is based on your performance during the training period, and any evaluation(s) thereafter. You have been selected for the position of **SEO Content Associate**. The consolidated salary (the cost to company) payable to you, commencing from the date of joining, **September 23rd, 2024** shall be **₹3,00,000/- (fixed CTC)**.

Congratulations once again! The company holds extreme pride and pleasure to have you on board.

Saurya Prasad Pattanaik

Authenticated through
Leegality.com (LI1Bk2y)
Saurya Prasad Pattanaik
Date: Fri Sep 20 14:40:38 IST
2024

Saurya Prasad Pattanaik
Founder & Director
Yellafin Private Limited
+91-9937099302
saurypattanaik@yellafin.in

Shreya Balu

Authenticated through
Leegality.com (LI1Bk2y)
Shreya Balu
Date: Sat Sep 21 09:51:49 IST
2024

Shreya Balu
Date: September 20th, 2024
Place: Bengaluru



07-08-2024

Dear Shreyas Kalyan B S,

At the outset, I would like to sincerely thank you for accommodating us through the entire interview process.

We, at Bharti AXA Life Insurance, are extremely pleased to make you an offer as **Graduate Trainee – Executive** to be based at **Ka - Bangalore - Jayanagar, Bangalore, Karnataka, India**. The last few discussions, clearly helped us reaffirm our mutual interest levels and I am sure you would appreciate the transparent approach we followed in sharing the complete details.

Please find below the break- up. Also, please refer to the below on additional details on the entitlements and benefits.

1. Your Total Fixed Pay is **INR. 3,00,000**
2. Your org level will be **Associate** at Band 1
3. Variable as per Company Policy
4. Gratuity as per Act
5. Medical Insurance as per company policy
6. Accident Insurance for self as per company policy
7. Life Insurance Cover for self as per company policy

Based on the above entitlements would appreciate your confirmation on the below offer by **14-08-2024**, and your tentative date of joining will be on or before **14-08-2024**.

(Please note, this offer is no longer valid if you don't join on or before the date of joining as mentioned above)

Looking forward for your association with Team Bharti AXA Life at the earliest.

Yours sincerely,

For **Bharti AXA Life Insurance Co Ltd**,

Dhanashree Thakkar
Head - Human Resources & Distribution Training



Breakup of Total Compensation Structure

Name : **Shreyas Kalyan B S**

Designation : **Graduate Trainee – Executive**

Level : **Associate | 1**

Notes:

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Salary	90,000	7,500
Hra	45,000	3,750
Supplementary Allowance	90,000	7,500
Special Allowance	32,271	2,689
Statutory Bonus	16,800	1,400
Employer Contribution to Provident Fund	21,600	1,800
Gratuity	4,329	361
Fixed Pay	3,00,000	25,000

Variable Pay: You will be eligible for variable pay/incentives as per the company policy. No variable pay/incentives will be paid if you are no longer in employment or are under notice of termination of employment, either originating from you or the Company.

Statutory deductions: Employee's contribution to Provident Fund, Professional Tax & Income Tax will be deducted as applicable.

Insurance Coverage: You will be covered under Group Life Insurance, Group Accident Insurance & Group Medical Policy

Gratuity: Gratuity shall be payable to you as per the Payment of Gratuity Act, 1972.

Special Earning Incentive: payout will be payable based on performance/activity and no catch-up option will be available in the next month. Please refer company policy document for further details

This communication supersedes any prior oral or written understanding of the offer.

Yours sincerely,



For Bharti AXA Life Insurance Co Ltd,

A handwritten signature in black ink, appearing to read "Dhanashree", is written over a diagonal line.

Dhanashree Thakkar
Head - Human Resources & Distribution Training



ಭಾರತ ಹೆವಿ ಎಲೆಕ್ಟ್ರಿಕಲ್ಸ್ ಲಿಮಿಟೆಡ್, ವಿದ್ಯುನ್ಮಾನ ವಿಭಾಗ, ಬೆಂಗಳೂರು
 भारत हेवी इलेक्ट्रिकल्स लिमिटेड, इलेक्ट्रॉनिक्स डिवीजन, बेंगलूरु
 Bharat Heavy Electricals Limited, Electronics Division, Bengaluru

PHONE : 080 - 26998526/8880
 Fax : 080 - 26989217
 E-MAIL : hrd-edn@bhel.in

HUMAN RESOURCE DEVELOPMENT

OFFICE ORDER -016

REF: EDN: 512: Non Engineering (APP):2024-25

Date: 12.11.2024

The following Non Engineering Apprentice, selected under the Apprentices [Amendment] Act 1973, has reported for training on 11.11.2024 morning. The training period will be for ONE year from the above date. Her stipend is fixed as Rs. 9000/- * (Rupees Nine Thousand Only) per month. She is posted to the Department indicated as below: -

Sl No	Name	Code No	BMR Number	Discipline	Department
1	SUMA S	424018	9424018	B COM	CE-PRODUCTION-PPC

(Signature)
 (S M SOLANKI) 12/11/24
 ENGINEER / HRD

ಎಸ್.ಎಂ. ಸೋಲಂಕಿ, ಇಂಜಿನಿಯರ್ / HRD
 एस.एम. सोलंकी, अभियंता/मानव सं. वि.
 S.M. SOLANKI, ENGINEER / HRD
 BHEL-EDN, MYSURU ROAD, BENGALURU 560026

To: The Apprentice Trainee as above

REPORT TO: SRI. GOPAKUMARAN NAIR S -AGM / CE - PRODN. - FABRICATION, PPC

KIND INFORMATION : SMT.MERCY JACOB - GM (CE-PRDN. & DTG)

COPY TO:

1. GM (HR & FS, I, TM, C&PR)
2. Sr. Manager / HR —Please take these into Account for arranging Lunch / snacks.
3. Manager / HR—Admin and recruitment for information and needful.
4. AGM - [Finance / Estt.]-Please note that the Board rate of Stipend fixed is Rs 9000/- * (Establishment share Rs. 4500 /- & DBT from BOAT (SR) Chennai Rs. 4500 /-) per month – for your kind Information and needful please.
5. Chief Security Officer –EDNFor kind Information

(Signature)
 (KASTURI MANDAL)
 MANAGER / HRD

ಕಸ್ತೂರಿ ಮಂಡಲ್, ಮ್ಯಾನೇಜರ್ / ಮಾ.ಸಂ.ವಿ.
 कस्तूरी मंडल, प्रबंधक/मानव सं. वि.
 KASTURI MANDAL, MANAGER / HRD
 BHEL-EDN, MYSURU ROAD, BENGALURU 560026

पञ्जीकृत कार्यालय : भेल हाउस, सीरी फोर्ट, नई दिल्ली-110049
 Regd. Office BHEL House, Siri Fort, New Delhi - 110 049

FundsIndia - Trishu - Mutual
Funds - Investment Coach -
Bengaluru inbox ☆

 **Prasad v** 6/12/2024
to me, Reshma, Deepanker ▾

Dear Trishu,

Congratulations!

*We are pleased to confirm your offer for the position of **Investment Coach** with Wealth India Financial Services Pvt. Ltd.*

*Your start date will be on or before **18th December, 2024.***

*Your cost to the company (CTC) will be **Rs. 3,50,000/- (Rupees Three Lakhs Fifty thousand Only)** per annum.*

You will be on probation for the first 6 months from your joining date as per the company policy.

Please send us a confirmation email of your acceptance with a tentative joining date.

We hope that you would be an excellent addition to the team.

Do revert us for queries/Clarifications (if any).

Please find the below mentioned salary break up for your reference

Components	Monthly Salary (INR)	Annual Salary (INR)
Basic Pay	13,125	1,57,500
House Rent Allowance	6,563	78,750
Medical Allowance	1,250	15,000
Statutory Bonus	2,430	29,155
Special Allowance	4,000	47,995
Gross Salary	27,367	3,28,400
Less : Employee's Contribution		
Employee Contribution to PF	1,800	21,600
Net Pay (before tax)	25,567	3,06,800
Add : Employer's Contribution		
Employer Contribution to PF	1,800	21,600
Total Cost to Company	29,167	3,50,000

—
Thanks and Regards
Prasad V
HR Executive
Wealth India Financial Services



NxtGen Datacenter & Cloud Technologies Private Limited

Summit- Tower A, 4th floor, Brigade Metropolis, Mahadevapura,
Bengaluru-560048, Karnataka

<https://nxtgen.com>

Registered Office
NxtGen Datacenter and Cloud Technologies Private Limited
Plot No.25-P-13, Phase 1, Bidadi Industrial Area, Ramanagar
District, Ramanagar, Bangalore 562109

REF: 278/10/2024

CIN: U72200KA2012PTC063135

Varsha B Jain
+91 6362569410

Subject: Letter of Offer for Employment – [Associate - Customer Lifecycle Management]

17th October 2024

Dear Varsha B Jain,

It is our pleasure to welcome you to NxtGen Datacenter & Cloud Technologies Private Limited (“Company”)

1. With reference to our discussions, we are pleased to offer you an appointment in our company as **Associate - Customer Lifecycle Management** operating out of our **Bangalore Office**.
2. Your "Annual Cost to Company" will be **Rs. 4,00,000 (Four Lakhs only)**. Please refer to Annexure-A for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you & the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by the terms and conditions as specified in your Appointment Letter.
5. You are required to join on **October 21, 2024** at the below-mentioned location. In case of your failure to join on the agreed date, the Offer shall stand withdrawn, thereafter unless, the joining date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to the HR Team at 10:00 AM to complete the joining formalities at **NxtGen Datacenter & Cloud Technologies Private Limited, 4th Floor, Summit Tower A, Brigade Metropolis, Mahadevapura, Bengaluru-560048**. At the time of joining, you are expected to carry the originals of the documents as per Annexure – D and submit copies of the same to the HR Team.
7. Please note that this Offer/Employment is subject to your agreement to sign the documents named below and the successful completion of the “Background Verification Check”:
 - i. “Background Verification Undertaking” (annexed herewith as Annexure-B);
 - ii. Consent to Collection and Sharing of Personal Information (annexed herewith as Annexure C) and
 - iii. The Confidentiality Agreement.
8. If you decide to accept this offer, kindly provide your acceptance of this Offer for Employment, by signing and returning the 'acceptance copy' to hr@nxtgen.com latest by 19th October 2024.

For NxtGen Datacenter & Cloud Technologies Private Limited

Varna Nair
Head - HR



Annexure – A

Compensation Breakup and Statutory Deductions

Name	Varsha B Jain
Designation	Associate - Customer Lifecycle Management
Department	Operations

PARTICULARS	MONTHLY	ANNUALLY
Basic	₹ 20,000	₹ 2,40,000
HRA	₹ 8,000	₹ 96,000
Special Allowance	₹ 2,280	₹ 27,356
Monthly Gross	₹ 30,280	₹ 3,63,356
Employer Contribution to PF		₹ 21,600
Gratuity		₹ 11,544
Group Medical Insurance		₹ 3,500
Annual CTC		₹ 4,00,000

Notes:

1. For the purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
2. Group Medical Insurance will be covered for the employee and immediate family for a Sum insured of Rs. 3,00,000/-.
3. Parental Insurance Premium are payable by the employee.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by the Company's policy as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

VINDHYA E- INFOMEDIA PVT LTD*"enabled differently"*

CIN : U72400KA2006PTC039874

Date:18-11-2024**Emp Name: Vijay Melvin A****Subject: OFFER FOR EMPLOYMENT****Dear Vijay Melvin A**

With reference to your application and subsequent interview held at our office. We are pleased to offer you employment in our organization as **Call Center Operators** . However, in future based on the business exigencies the position may be transferrable to any other location of the company.

Your monthly salary will be **Rs 15000/- (Rupees Fifteen Thousand only)** which will be inclusive of Salary,

- ☐ TDS will be deducted at **2%** (**If Pan Card is submitted**).
- ☐ TDS will be deducted at **4%** (**If pan card is not submitted**).

As discussed, your joining date will be **18-11-2024** and you shall report to at our Bangalore Office at 09.30 am. Further, you shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

We Request you to bring the following documents / Credentials at the time of Joining and submit these documents to HR Department on the day you join our organization:

- ☐ Photocopy of all your Academic Qualification documents (Degree or Certificates etc.)
- ☐ Relieving letter from you previous employer
- ☐ Copy of Salary Certificate/Last three month's Salary Slip
- ☐ Experience Certificate from previous employments
- ☐ Proof of Address
- ☐ PAN card
- ☐ Three passport size photographs

The appointment is a Contract position, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies. **(Refer Annexure II)**

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

No. 1, 4th Main Road, 2nd Cross, 4th Stage, Industrial Town, Rajajinagar, Bangalore – 560 010.

Tel : +91 – 80-41279201 Website : www.vindhyaainfo.com

GST : 29AACCV3646E129

ROINET Flexi Services/HRD/2024

Dated 11/15/2024 3:35:11 PM

Name Vikas

Dear Vikas

With reference to your application and the subsequent interview you had with, we are pleased to offer you the position of **Executive HR** at **Bangalore** location.

Your services will be on probation for a period of 6 months from the date of joining and will be confirmed on satisfactory completion of the same.

Your compensation, as mutually agreed in our discussion with be **Rs. 346008.00 /- (Three Lakh Fourty Six Thousand Eight Only) CTC per annum**, the details of which is mentioned in Annexure -A.

As agreed, you are required to join us on or before **01/11/2024**. This offer of employment automatically ceases in the event you do not join us by the stipulated date unless a prior extension is sought in writing and the company approves it.

A formal letter of appointment with detailed terms and conditions will be issued to you upon your joining and successful completion of the joining formalities. With effect from the date of your joining the Company, you shall be bound by all the rules, regulations and policies.

This offer is being made subject to verification of your antecedents.

Thanking you,

For **Roinet Flexi Services Pvt. Ltd.**



Sakshi Aggarwal

Head-Human Resource



ಭಾರತ ಹೆವಿ ಇಲೆಕ್ಟ್ರಿಕಲ್ಸ್ ಲಿಮಿಟೆಡ್, ಎಲೆಕ್ಟ್ರಾನಿಕ್ಸ್ ವಿಭಾಗ, ಬೆಂಗಳೂರು
Bharat Heavy Electricals Limited, Electronics Division, Bengaluru

PHONE : 080 - 2698529/3389
Fax : 080 - 26989217
E-MAIL : hrd-edn@bhel.in

HUMAN RESOURCE DEVELOPMENT

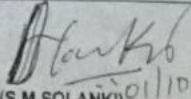
OFFICE ORDER -012

REF: EDN: 512: Non Engineering (APP):2024-25

Date: 01.10.2024

The following Non Engineering Apprentice, selected under the Apprentices [Amendment] Act 1973, has reported for training on 01.10.2024 morning. The training period will be for ONE year from the above date. Her stipend is fixed as Rs. 9000/- * (Rupees Nine Thousand Only) per month. She is posted to the Department indicated as below: -

Sl No.	Name	Code No	BMR Number	Discipline	Department
1	CHAITHANYA NANDHEKAR K	424014	9424014	B.COM	CE-MM

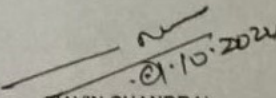

(S M SOLANKI)
ENGINEER / HRD
ಎಸ್.ಎಂ. ಸೊಲಂಕಿ, ಇಂಜಿನಿಯರ್ ಹಿ.ಡಿ.
एस.एम. सोलंकी, अभियन्ता ह.दि.
S.M. SOLANKI, ENGINEER / HRD
BHEL-EDN, MYSURU ROAD, BENGALURU-560026

To: The Apprentice Trainee as above

REPORT TO: SRI. LAKSHMINARAYANA S - GM / MM, HVDC & VFD ENGINEERING

COPY TO:

1. GM (HR & FS, I, TM, C&PR)
2. Sr. Manager / HR —Please take these into Account for arranging Lunch / snacks.
3. Manager / HR—Admin and recruitment for information and needful.
4. AGM - [Finace / Estt.]-Please note that the Board rate of Stipend fixed is Rs 9000/- * (Establishment share Rs. 4500 & DBT from BOAT (SR) Chennai Rs. 4500 /-) per month – for your kind Information and needful please.
5. Chief Security Officer –EDNFor kind Information


(NAVIN CHANDRA)
SDGM / HR-OL, HRD, C & PR
ನವೀನ್ ಚಂದ್ರ, ಸಿ.ಐ.ಎಲ್.ಎಲ್.ಎಸ್. ಹಿ.ಡಿ.
नवीन चंद्र, सी.आई.एल.एल.एस. ह.दि.
NAVIN CHANDRA, SENIOR DEPUTY GM HRD, C & P
BHEL-EDN, MYSURU ROAD, BENGALURU-560026

GS Management[®]



Name

: Haasini. N

Designation

Call Center

Emp Code

00113

Blood Group

O.T.C. Road,
Bangalore-2:

Authorised Signature

