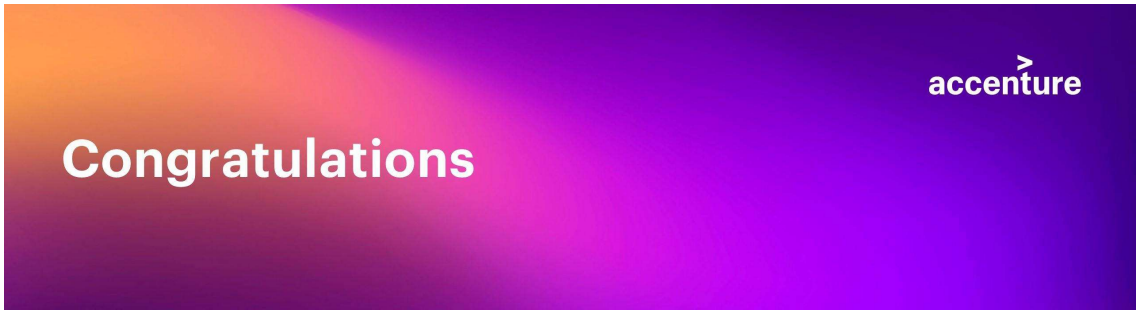


05 June 2025

C11218152
Adarsh T Adarsh T
#86 2cross mei colony lagger main road Bangalore 560058

Dear **Adarsh T Adarsh T,**

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Accenture Operations Delivery Centers in India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **13**
Sub Level - **3**
Job Title **- Claims Management New Associate**
Job Family Group - **Business Process Delivery**
Business Deal - **Financial Services**
At this stage we expect you to join us at **Bengaluru**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote Working Conditions - Declaration to be submitted by you.
- Annexure 4 for Declarations to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme.

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Candidate's Signature:{{Sig_es_:signer1:signature}}

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment. Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

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

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit

Candidate's Signature:{{Sig_es_:signer1:signature}}

the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Adarsh T, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Tejas S K at tejas.shivakumar@accenture.com should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED

Candidate's signature {{Sig_es_:signer1:signature}}
Adarsh T Adarsh T

Date: 05 June 2025

ANNEXURE 1 : COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS		
	Annual (INR)	
(A) Annual Fixed Compensation*	**INR 235,500/-**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**16%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 235,500/-	**INR 273,180/-**
(C)#Additional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 3,900/-**	
Notional Insurance Premium paid by Company	**INR 13,900/-**	
(D)##Additional Discretionary Reimbursements		
##Additional discretionary reimbursement	**INR 12,000/- (capped at INR 1,000/- per month)**	
(E) Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan–to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	**INR 3,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]**	

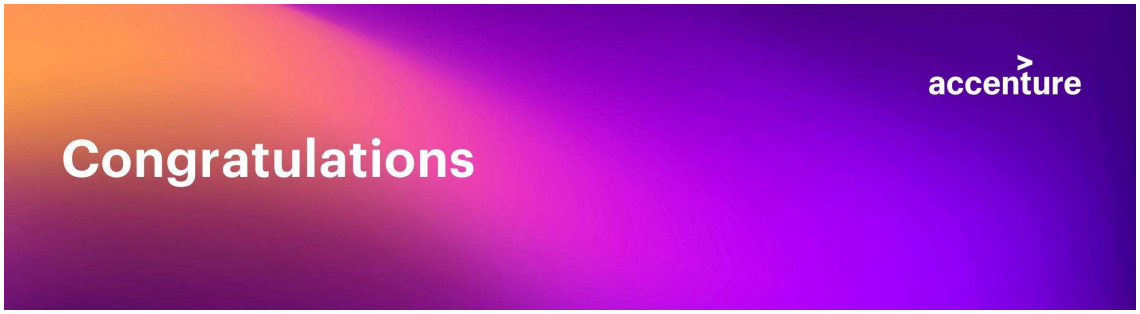
***Total Cash Compensation Elements**

Annual Fixed Compensation**

*Annual Fixed Compensation includes allowances, any shift premiums for working in non-standard hours where applicable, for example, night shift premium, and statutory benefits and will be structured in accordance with the Company's compensation guidelines and Allsec Payroll FAQs. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Candidate's Signature:{{Sig_es_:signer1:signature}}



03 November 2025

C17077721
Bhoomika G Bhoomika G
#58, 5th main maruthi nilya gaddi muddhana road basveshwarnagar bangalore Bangalore Urban 560079

Dear **Bhoomika G Bhoomika G,**

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Accenture Operations Delivery Centers in India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - **13**
Sub Level - **3**
Job Title - **Order to Cash Operations New Associate**
Job Family Group - **Business Process Delivery**
Business Deal - **Accenture Intelligent Operations Center**
At this stage we expect you to join us at **Bengaluru**

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote Working Conditions - Declaration to be submitted by you.
- Annexure 4 for Declarations to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme.

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Candidate's Signature:{{Sig_es_:signer1:signature}}

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment. Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

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

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet upon joining the Company but no later than six months of your start date in the Company, failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive acceptance/acknowledgement for all the documents, including Annexures 1 to 5 (as applicable) as a part of the offer in the candidate application portal in (7) days from you or after receiving your acceptance/acknowledgement of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

Candidate's Signature:{{Sig_es_:signer1:signature}}

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Bhoomika G, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Anusha AP at annambira.anusha@accenture.com should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C
Senior Managing Director - CHRO, Accenture in India

ACKNOWLEDGED AND AGREED

Candidate's signature {{Sig_es_:signer1:signature}}
Bhoomika G Bhoomika G

Date: 03 November 2025

Candidate's Signature:{{Sig_es_:signer1:signature}}

ANNEXURE 1 : COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS		
	Annual (INR)	
(A) Annual Fixed Compensation*	**INR 235,500/-**	
(B) Variable Bonus earning potential	Min.	Max.
	0%	**16%**
Annual Total earning potential (A+B)	Min.	Max.
	INR 235,500/-	**INR 273,180/-**
(C)#Additional notional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	**INR 3,900/-**	
Notional Insurance Premium paid by Company	**INR 13,900/-**	
(D)##Additional Discretionary Reimbursements		
##Annual Internet reimbursement	**INR 12,000/- (capped at INR 1,000/- per month)**	
(E) Optional opportunity to participate in the Employee Share Purchase Plan		
Employee Share Purchase plan–to purchase Accenture plc Class A ordinary shares **at 15% discount on the fair market value**	**INR 3,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]**	

***Total Cash Compensation Elements**

Annual Fixed Compensation**
*Annual Fixed Compensation includes allowances, any shift premiums for working in non-standard hours where applicable, for example, night shift premium, and statutory benefits and will be structured in accordance with the Company's compensation guidelines and Allsec Payroll FAQs.**It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Appropriate employee's contribution to PF will be deducted and submitted to

Candidate's Signature:{{Sig_es_:signer1:signature}}

Chaman KR - Offer Confirmation - Business Development Associate - with ORCHIDS - The International School.

1 message

Eshwari M <eshwari.m@orchids.edu.in> Wed, 9 Jul 2025 at 11:47 am
To: Chaman K.R <krchaman55@gmail.com>
Cc: HR Sampark <hr_sampark@orchids.edu.in>, Anup Das <anup.das@orchids.edu.in>, HR.corporate <hr.corporate@orchids.edu.in>, Onboardingbranch SmrutiRekha <onboarding.branch@orchids.edu.in>, Onboarding 2 Bidya <onboarding.escalation2@orchids.edu.in>, Pratheep Keerthan <pratheep.keerthan@orchids.edu.in>, Kolla Srikanth <kolla.srikanth@orchids.edu.in>, Naresh Ramamurthy <naresh.ramamurthy@orchids.edu.in>, Krishna Yadav <krishna.yadav@orchids.edu.in>, Suraj Pandagale <suraj.pandagale@orchidsintl.edu.in>

Dear Chaman KR,

Congratulations!!

This is with reference to your application and subsequent interviews you had with us. We would like to offer you the position of **"Business Development Associate"** with **Orchids The International School.**

Location will be allocated after the training sessions.
Please Note : You have to report to - Bannerghatta Orchids (Bangalore) Training Location : https://maps.app.goo.gl/hYAz9XcAPgvgLCrU7

This offer **(subject to you joining us 14th July 2025)** will carry a fixed annual CTC of **INR 3,60,000/- (Three Lakh Sixty Thousand Rupees Per Annum only) + INR 1,40,000/- (One Lakh Forty Thousand Rupees Performance Based Incentives).**

The offer break-up for the fixed pay is provided below.

Salary Details	Monthly	Annually
Basic Allowance	21,001	2,52,012
Bonus	-	-
HRA/Special Allowance	6,039	72,468
Gross Salary	**27,040**	**3,24,480**
Employee contribution to PF	1,800	21,600
Employee contribution to ESIC	-	-
Net Salary	**25,240**	**3,02,880**
Employer contribution to PF	1,950	23,400
Employer contribution to ESIC	-	-
Gratuity	1,010	12,120
Cost To Company	**30,000**	**3,60,000**

Note: Professional Tax (PT) and Income Tax (IT) shall be deducted as employee contributions, in accordance with the applicable provisions of the State PT Act and the Income Tax Act.

This is a full-time position and there will be a probationary period of **Six Months** and the notice period will be **One Month**. Your date of joining will be on **14th July 2025.** Please revert with a confirmation of your acceptance of the offer and date of joining by **9th July 2025.**

Please Note: You are required to submit the soft copies of your Documents/ Details using the link given below by 2:00 PM, on the day before your DOJ.

1. New Joinee Link :https://docs.google.com/forms/d/e/1FAIpQLSeWjt0UlJzxHah7rUAsCtxVA_0LrdHajETeNRjqaD53P4bQRA/viewform

2. E-Aadhaar Link : https://docs.google.com/forms/d/e/1FAIpQLSeT0CnNCEqQuabjONNXFExYcByDMpnJC6NywU_nF8DFP5_Xjw/viewform

Your HR SPOC will connect with you for further movement on Joining Formalities on your Joining Date.

Important Points:

1. Your net salary will be subject to income tax deductible at source. At the time of joining, we request you to submit your investment/tax deduction declaration in our employee HR portal (GreytHR) to ensure that TDS applicable is correctly calculated.
2. By joining the organization, you confirm and agree that you will go through organization policies and employee handbooks upon joining and will follow the same. The policies will be available with the branch EA and your employee portal (GreytHR) and will come into effect from the day you report to the branch
3. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the documents, certificates or information given by you, we retain the right to terminate the employment with immediate effect with no liability for any compensation towards you
4. You provide us with the right to conduct background checks to validate your educational and professional credentials
5. K12 Techno Services Pvt. Ltd reserves the right to alter the salary structure and components as per its requirement at any time. However, in case such alteration is made, the gross salary of the employee will not be reduced.
6. All employees joining by 30th of September of a calendar year are eligible for increment and appraisal in the next calendar year of joining. Employees joining on or after 1st of October will NOT be eligible for increments and appraisal in the next appraisal cycle, but will be eligible for increments in the appraisal cycle that comes after that.
7. In case you have PF deduction in your salary, and if you do not have an updated Aadhar Card you will be moved to retainer payroll and will not be considered as a regular employee. In such a case you will be on retainer payroll for a maximum of 2 months and if the updated Aadhar soft copy is not provided until then, you will be removed from the organization and notice period payment can be recovered from you.

8. In case your work location is a school premises, it is mandatory to get the police verification done at your end within one month of joining the organization to get your salary processed. The branch EA/HR can guide you on this in case you need any help.

Contact person in case there is any issue with joining formalities, induction session, or any other HR-related concern:

Escalation 1 (Smruti - smruti@orchids.edu.in)(If not resolved within 72hrs, connect with Escalation 2)

Escalation 2 (Pratheep Keerthan - pratheep.keerthan@orchids.edu.in)

–

Eshwari.M
HR - Senior Executive
eshwari.m@orchids.edu.in
K12 Techno Services Pvt. Ltd.
k12technoservices.com | orchid sinternationalschool

cognizant

Ref No: 37728011
04-Sep-2025

Chandan H T

Dear **Chandan**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Trainee - Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Bangalore**.

Your annual total compensation will be **INR 270,276**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

You will be on probation for a period of 12 months from your date of joining. Your probation period includes your training program as applicable post joining as a full-time employee.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **15-Sep-2025**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid upto **15-Sep-2025**. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,
For **Cognizant Technology Solutions India Private Limited ("Cognizant")**,

Shibu Balakrishnan
AVP – HR

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

Signature: **Date**:

ಭೇತಿ ಸಂಸ್ಥೆ
प्रशिक्षण संस्थान
TECHNICAL TRAINING INSTITUTE
ಹಿಂದೂಸ್ತಾನ್ ಏರೋನಾಟಿಕ್ಸ್ ಲಿಮಿಟೆಡ್
हिन्दुस्तान एरोनाटिक्स लिमिटेड
HINDUSTAN AERONAUTICS LIMITED

HAL — A Maharatna CPSE —

ವಿಮಾನಪುರ ಪೋಸ್ಟ್, ಬೆಂಗಳೂರು- 560 017, ಭಾರತ
विमानपुरा पोस्ट, बेंगलूरु- 560 017, भारत
Vimanapura Post, Bengaluru - 560 017, India
Ph: 91- 80-2232 2516, 3358, 3250
Ph: 80-2231 1086

F/TTI-B/02-SEL/NEGA-BBA007/2025-26 Date: 17/12/2025

To: Charan Raj M
S/D/o: MANJUNATH V
Address: NO 27 3rd Main Road Ramachandrapuram
Bangalore North 560021



Sub: **Provisional Offer for Apprenticeship Training at HAL-Bangalore**

Based on your application in walk-In selection/notification at HAL TTI on 17/12/2025 and document verification, you have been PROVISIONALLY SELECTED to undergo Apprenticeship Training under the Apprenticeship Act 1961 at Technical Training Institute, Hindustan Aeronautics Limited. Bengaluru-17 subject to fulfilling the following requirements.

- You have passed Non - Engineering Graduate on or after February 2021 from recognized Institute.
- You have not undergone apprenticeship training earlier.
- You do not have work experience of one or more years.
- You should possess valid Degree certificate / Provisional Degree Certificate.
- You should undergo Apprenticeship Training at any of the Bangalore based Divisions of HAL.
- You have to make your own arrangements for boarding, lodging and daily transport to the HAL division of posting.
- HAL, Bangalore will not be under any obligation to provide employment on completion of your Apprenticeship Training.

2. You will be paid stipend of Rs.**12,300/-** per month during the training period of 12 months as per MoE guidelines. You are also entitled for subsidized canteen facilities on all working days.

3. You are requested to report at TTI, HAL on 19.01.2026 with all the required documents and in the uniform and shoes specified by TTI.

For Technical Training Institute
HAL (BC)

Bangalore

Subject: **LETTER OF OFFER**

Dear Charulatha,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **TELE MARKETING EXECUTIVE**. You will be on probation for a period of six months from your date of joining which will be on or before **15th July, 2025**.

The annual compensation calculated on Cost to Company will be **INR 250044/-** which is detailed in the Annexure. The payments of monthly remuneration, incentive are subject to you achieving Performance Levels in accordance with performance policy and company policy which will be intimated to you from time to time.

Your place of posting will be **Bangalore**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As part of your joining formalities, a thorough verification of your identity documents and background will be conducted. Upon successful submission and verification of your documents and completion of the background checks, you will be issued a Letter of Appointment by the company.

If any aspect of the verification process is found to be unsatisfactory at any point in time, your appointment with the organization will be terminated with immediate effect.

To validate the offer, you are requested to confirm your acceptance by clicking on the Offer link that has been emailed to you and sent to your registered mobile number. After electronically accepting the Offer Letter, you may also be required to submit a duly signed hard copy of the letter to Justdial's office.

We look forward to welcoming you to Justdial's team and wish you a rewarding and fulfilling career with the organization.

For Just Dial Limited



Deeksha Poojashri EH - Offer Confirmation - Parent Relationship Manager - with ORCHIDS - The International School.

1 message

Eshwari M <eshwari.m@orchids.edu.in> Fri, Jul 4, 2025 at 5:05 PM
To: deeksha poojashri <deekshapoojashri29@gmail.com>
Cc: Onboardingbranch SmrutiRekha <onboarding.branch@orchids.edu.in>, Onboarding 2 Bidya <onboarding.escalation2@orchids.edu.in>, Pratheep Keerthan <pratheep.keerthan@orchids.edu.in>, Kolla Srikanth <kolla.srikanth@orchids.edu.in>, Naresh Ramamurthy <naresh.ramamurthy@orchids.edu.in>, Krishna Yadav <krishna.yadav@orchids.edu.in>, HR Sampark <hr_sampark@orchids.edu.in>, Anup Das <anup.das@orchids.edu.in>

Dear Deeksha Poojashri EH.

Congratulations!!

This is with reference to your application and subsequent interviews you had with us. We would like to offer you the position of **" Parent Relationship Manager"** with
Orchids The International School.

Location will be allocated after the training sessions.
Please Note : You have to report to - Bannerghatta Orchids (Bangalore) Training Location : https://maps.app.goo.gl/hYAz9XcAPgvgLCrU7

This offer **(subject to you joining us 14th July 2025)** will carry a fixed annual CTC of **INR 4,20,000/- (Four Lakh Twenty Thousand Rupees Per Annum only) + 1,00,000/- (One Lakh Performance Based Incentives).**

The offer break-up for the fixed pay is provided below.

Salary Details	Monthly	Annually
Basic Allowance	21,001	2,52,012
Bonus	-	-
HRA/Special Allowance	11,039	1,32,468
Gross Salary	**32,040**	**3,84,480**
Employee contribution to PF	1,800	21,600
Employee contribution to ESIC	-	-
Net Salary	**30,240**	**3,62,880**
Employer contribution to PF	1,950	23,400
Employer contribution to ESIC	-	-
Gratuity	1,010	12,120
Cost To Company	**35,000**	**4,20,000**

Note: Professional Tax (PT) and Income Tax (IT) shall be deducted as employee contributions, in accordance with the applicable provisions of the State PT Act and the Income Tax Act.

This is a full-time position and there will be a probationary period of **Six Months** and the notice period will be **One Month**. Your date of joining will be on **14th July 2025.** Please revert with a confirmation of your acceptance of the offer and date of joining by **4TH July 2025.**

Please Note: You are required to submit the soft copies of your Documents/ Details using the link given below by 2:00 PM, on the day before your DOJ.

1. New Joinee Link : https://docs.google.com/forms/d/e/1FAIpQLSeWjt0UlJzxHah7rUAsCtxVA_0LrdHajETeNRjqaD53P4bQRA/viewform?usp=sf_link

2. E-Aadhaar Lin :https://docs.google.com/forms/d/e/1FAIpQLSeT0CnNCEqQuabjONNXFExYcByDMpnJC6NywU_nF8DFP5_Xjw/viewform

Your HR SPOC will connect with you for further movement on Joining Formalities on your Joining Date.

Important Points:

1. Your net salary will be subject to income tax deductible at source. At the time of joining, we request you to submit your investment/tax deduction declaration in our employee HR portal (GreytHR) to ensure that TDS applicable is correctly calculated.
2. By joining the organization, you confirm and agree that you will go through organization policies and employee handbooks upon joining and will follow the same. The policies will be available with the branch EA and your employee portal (GreytHR) and will come into effect from the day you report to the branch
3. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the documents, certificates or information given by you, we retain the right to terminate the employment with immediate effect with no liability for any compensation towards you
4. You provide us with the right to conduct background checks to validate your educational and professional credentials
5. K12 Techno Services Pvt. Ltd reserves the right to alter the salary structure and components as per its requirement at any time. However, in case such alteration is made, the gross salary of the employee will not be reduced.
6. All employees joining by 30th of September of a calendar year are eligible for increment and appraisal in the next calendar year of joining. Employees joining on or after 1st of October will NOT be eligible for increments and appraisal in the next appraisal cycle, but will be eligible for increments in the appraisal cycle that comes after that.

7. In case you have PF deduction in your salary, and if you do not have an updated Aadhar Card you will be moved to retainer payroll and will not be considered as a regular employee. In such a case you will be on retainer payroll for a maximum of 2 months and if the updated Aadhar soft copy is not provided until then, you will be removed from the organization and notice period payment can be recovered from you.
8. In case your work location is a school premises, it is mandatory to get the police verification done at your end within one month of joining the organization to get your salary processed. The branch EA/HR can guide you on this in case you need any help.

Contact person in case there is any issue with joining formalities, induction session, or any other HR-related concern:

Escalation 1 (Smruti - smruti@orchids.edu.in) (If not resolved within 72hrs, connect with Escalation 2)

Escalation 2 (Pratheep Keerthan - pratheep.keerthan@orchids.edu.in)

Congratulations and wishing you a successful career at ORCHIDS The International School!!!

--

Eshwari.M
HR - Senior Executive
eshwari.m@orchids.edu.in
K12 Techno Services Pvt. Ltd.
k12technoservices.com | orchidsinternationalschool

Heera BM - Offer Confirmation - Parent Relationship Manager - with ORCHIDS - The International Schoo.

Inbox

E

Eshwari M 16 Jun

to me, Bibin, On...

Dear Heera BM,

Congratulations!!

This is with reference to your application and subsequent interviews you had with us. We would like to offer you the position of **" Parent Relationship Manager"** with **Orchids The International School.**

Location will be allocated after the training sessions.
Please Note : You have to report to - Bannerghatta Orchids (Bangalore) Training Location : https://maps.app.goo.gl/hYAz9XcAPgvgLCrU7

This offer **(subject to you joining us 1st July 2025)** will carry a fixed annual CTC of **INR 4,20,000/- (Four Lakh Twenty Thousand Rupees Per Annum only) + 1,00,000/- (One Lakh Performance Based Incentives).**

The offer break-up for the fixed pay is provided below.

Salary Details	Monthly	Annually
Basic Allowance	21,001	2,52,012
Bonus	-	-
HRA/Special Allowance	11,039	1,32,468
Gross Salary	**32,040**	**3,84,480**
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Cost To Company	**35,000**	**4,20,000**

Note: Professional Tax (PT) and Income Tax (IT) shall be deducted as employee contributions, in accordance with the applicable provisions of the State PT Act and the Income Tax Act.

This is a full-time position and there will be a probationary period of **Six Months** and the notice period will be **One Month**. Your date of joining will be on **1st July 2025.** Please revert with a confirmation of your acceptance of the offer and date of joining by **16thth June 2025.**

Please Note: You are required to submit the soft copies of your Documents/ Details using the link given below by 2:00 PM, on the day before your DOJ.

1. New Joinee Link : https://docs.google.com/forms/d/e/1FAIpQLSeWjt0UlJzxHah7rUAsCtxVA_0LrdHajETeNRjqaD53P4bQRA/viewform?usp=sf_link

2. E-Aadhaar Lin :https://docs.google.com/forms/d/e/1FAIpQLSeT0CnNCEqQuabjONNXFExYcByDMpnJC6NywU_nF8DFP5_Xjw/viewform

Your HR SPOC will connect with you for further movement on Joining Formalities on your Joining Date.

Important Points:

1. Your net salary will be subject to income tax deductible at source. At the time of joining, we request you to submit your investment/tax deduction declaration in our employee HR portal (GreytHR) to ensure that TDS applicable is correctly calculated.
2. By joining the organization, you confirm and agree that you will go through organization policies and employee handbooks upon joining and will follow the same. The policies will be available with the branch EA and your employee portal (GreytHR) and will come into effect from the day you report to the branch
3. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the documents, certificates or information given by you, we retain the right to terminate the employment with immediate effect with no liability for any compensation towards you
4. You provide us with the right to conduct background checks to validate your educational and professional credentials
5. K12 Techno Services Pvt. Ltd reserves the right to alter the salary structure and components as per its requirement at any time. However, in case such alteration is made, the gross salary of the employee will

6. All employees joining by 30th of September of a calendar year are eligible for increment and appraisal in the next calendar year of joining. Employees joining on or after 1st of October will NOT be eligible for increments and appraisal in the next appraisal cycle, but will be eligible for increments in the appraisal cycle that comes after that.

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Escalation 2 (Pratheep Keerthan - pratheep.keerthan@orchids.edu.in)

Congratulations and wishing you a successful career at ORCHIDS The International School!!!

--

Eshwari.M
HR - Senior Executive
eshwari.m@orchids.edu.in
K12 Techno Services Pvt. Ltd.
k12technoservices.com | orchid sinternationalschool

Groww Serv Private Limited
(Erstwhile Billionbrains Capital Private Limited)
Regd Office:No 11, 80ft Road, 4th Block
S.T Bed, Koramangala, Bangalore-560034
CIN: U74110KA2020PTC134558

Offer Letter

12 January, 2025

KUSHAL R,

Dear **KUSHAL,**

Congratulations!

An interesting and challenging experience awaits you at Groww. We have set our vision on being the most customer centric investing platform. It is not going to be easy. We need the best of the best to realize our dream. And we are delighted to have you with us.

Please find attached herewith as **"Annexure A"** the Terms & Conditions to be adhered to while you are in employment with us.. Annexure A covers the details terms and conditions governing your relationship and employment with the Company.

Additionally, also attached herewith is "**Annexure B"** depicting the details pertaining to your remuneration and benefits.

Do note that this offer is subject to positive feedback by your reference checks and conditional upon successful completion of verification of your educational qualification and background verification from the last two companies to the satisfaction of the Company.

This offer is valid upon your joining with us on or before 14 January, 2025.

Lastly, it is imperative to note that if any information that has been disclosed to the Company by you, whether before or after acceptance of this offer with the Company, is found to be incorrect or false or if it is discovered that any material particulars or information has been deliberately suppressed, this offer of employment shall be void.

We look forward to your joining our organization and to a mutually beneficial association.

From

HR Department @ Groww

Note: This is a valid computer generated document and does not require any signature.

(c) verbal or other form relating to the present or potential business, operations or financial condition of or relating to the Company, it's Associated Companies or any of their respective clients and customers. Confidential Information shall specifically include any: (i) technical data, know-how, inventions, innovations, information on research, product plans, products, services, suppliers, distributors, customer lists, prices and costs, markets, software, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing information and plans, licenses, budgets or other business information disclosed to You by the Company or created by You during the period of your employment with the Company, whether or not during working hours; (ii) all confidential and proprietary trade secrets, and/or all other information belonging or relating to the Company's Business and/or any Associated Company's business, that is not publicly and widely known or not known by actual or potential competitors of the Company/its Associated Companies; (iii) proprietary information relating to the development, utility, operation and functionality of the Company's or any Associated Company's business plans, ideas, strategies, data related to any or all employees, customers or prospective customers unpublished financial statements, and other financial details, computer programming techniques, methodologies and related technical information, forecasts, price quotes, bids, controls, operating procedures, organisation responsibilities, operating manuals, user manuals, documentation, source code and any and all information pertaining to the Company's Business either now or in the future in any form whatsoever; and (iv) any confidential or proprietary information received by the Company from third parties, subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purposes;

(d) ***"Tenure"*** shall have the meaning ascribed to the term in Clause 11.1 herein; and

(e) ***"Termination Date"*** shall mean the date of severance of your employment with the Company.

2. BACKGROUND VERIFICATION

The confirmation of your employment with the Company is subject to the positive feedback from your references and successful completion of background verification on the verification parameters decided by the company being conducted either by the Company or an appropriate third party appointed by the Company, which are satisfactory to the Company. The Company reserves the right to end your employment without liability (except payment for work already completed and subject to applicable law), if You do not meet any of the above conditions and/or the Company discovers that there has been a material omission by You in relation to the foregoing.

3. APPOINTMENT AND DESIGNATION

3.1. You will be employed in the position of **Customer Success Executive** at our **Bangalore** location, reporting to **Vice President** or to such other person as the Company may designate from time to time. You shall perform such duties as may be assigned to You by the direct supervisor from time to time, and as communicated by the Company. You may be transferred to any other department/unit/office of the Company, or to any group company/ subsidiary/Associated Company, if any, whether located in India or abroad.

3.2. Your employment with the Company will commence on the Effective Date and will continue until terminated in accordance with these Terms ("**Tenure**").

3.3. Your employment will be subject to a probationary period of 3 months (the "**Probationary Period**"), which the Company may extend at its sole discretion. Upon successful completion of the Probationary Period, your employment with the Company will be confirmed by way of a written communication. The Probationary Period will be deemed to be extended until You has been notified otherwise.

(g) shall not use or integrate any third - party materials or data that are not validly licensed to the Company into Intellectual Property unless previously authorized by the Company;

(h) shall not directly or indirectly request, agree to receive, or accept kickbacks, payoffs or other payments or anything of value in monetary terms. Further, You shall not borrow or accept any money, gift, reward or compensation for personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom, You may be having official dealings; and

(i) shall not disparage the Company, its Associated Companies or any of their respective officers and employees, or act in any manner whatsoever which may damage the Business or which could adversely affect the goodwill, reputation, and business relationships of the Company with the public generally, or with any of its customers or prospective customers.

(j) shall not harass or bully any employee, officer, directors etc of the Company and/or its associates, group, affiliates etc in any manner during your employment and even after your resignation/suspension/termination.

(k) not divulge confidential information of the company and/or its associates, group, affiliates in any manner during your employment and even after your resignation/ suspension/termination.

(l) refrain from using any derogatory or defamatory statements against the Company and/or its employees, directors, associates, group affiliates etc on any platform including social media, email, letters, newspaper, magazines etc during your employment and even after your resignation/ suspension/ termination.

~~(l)~~(m) Shall voluntarily disclose, either by yourself or through any of your immediate relatives (in the event if you are not able to disclose the same due to unforeseen and unavoidable reason), any legal and judicial matters, court cases including police complaints and such other complaints which shall involve legal battle filed against you, immediately within 24 hours of the said complaint filed.

4.6. *Conflict of Interest*. You are required to promote the interests and further the business of the Company and, if applicable, any Associated Company, and undertake that You will not do any act, which may be *prejudicial* or detrimental to the business of the Company or any Associated Company. You shall not, during the course of employment, be engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatsoever without the prior written consent of the Company.

4.7. *Retirement.* You shall retire from the services of the Company at the age of 60 (sixty) years on your birthday or in case your birthday is on a non-working date, the retirement date shall be the date preceding the birthday.

5. COMPENSATION AND BENEFITS

5.1. You shall be eligible for the compensation as set out in **Annexure B** to this Terms(the "**Compensation**"). The Compensation shall be payable in accordance with Company's regular payroll schedule. Each Party shall bear and fully comply with their respective tax liabilities arising from the provisions of these Terms.

5.2. During the Tenure, the Company may review your basic annual salary at any time and make such adjustments as the Company may deem appropriate. Nothing stated herein shall imply that You are guaranteed a salary increase in any year and the Company shall have no obligation to increase your salary following a review (or otherwise).

lapse nor the rights transferred therein revert to You, even if the Company does not exercise the rights under this Terms within a period of one (1) year from the date the assignment becomes effective. All such assignments shall be valid anywhere in the world and shall include all registrations and applications related to assignment and analogous rights thereto anywhere in the world. You undertake and agree to execute confirmations of such assignments and any other documents that may be requested by the Company in connection with such Intellectual Property. You agree that You will not be entitled to claim any right, title or interest therein, and expressly waive any moral rights that You may have therein. You further acknowledge and agree that the Company may, in its sole discretion, assign to third parties all such intellectual property rights.

6.5. You undertake that You shall at all times during your employment with the Company and thereafter fully cooperate with Company to register, perfect and/or enforce intellectual property rights that may derive as a result of the work performed by You as an employee of the Company. This shall include executing, acknowledging, and delivering to the Company all documents or papers that may be requested by the Company to enable the Company to create, establish, publish or protect said intellectual property rights.

6.6. If, prior to the commencement of your employment, You have independently or jointly with any other person, whether during the course of your previous employment(s) or otherwise, created any intellectual property or developed any intellectual property rights which belong to You either singly or jointly with others, (together "**Prior Inventions"**) You shall identify and disclose the same to the Company on the Effective Date. You shall also indicate the ownership of such Prior Inventions and if You are the owner, the terms of license or other right that You have granted to third parties, if any. You shall ordinarily refrain from using any Prior Inventions in the course of your employment with the Company. However, if You use such Prior Inventions in the course of your employment, the Company shall be deemed to have been granted all right, title and interest to the same or where this is not possible, the Company shall have a fully paid up, royalty-free, exclusive, perpetual, worldwide license to use such Prior Inventions in such manner as the Company may be deem fit.

7. NON-COMPETITION AND NON-SOLICITATION

7.1. You shall acknowledge that during the course of your Tenure, You will have knowledge of trade secrets, intellectual property and/or Confidential Information of the Company and its Associated Company and would have dealings with the Company's customers or prospective customers. You acknowledge the breadth of your covenants under this Clause and acknowledge that You hold other technologies and skill sets which, if deployed after ceasing to be an employee of the Company, could result in You competing against the Company and/or any Associated Company. Accordingly, You undertake the following to the Company:

(a) That, You shall not, for the duration of your Tenure, and for a period of 6 (six) months thereafter, either directly, or indirectly through an agent, company, partnership or as a shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise, be engaged or concerned in any business that directly or indirectly competes and/or is similar to the Business;

(b) That, You shall not, for the duration of your Tenure, and for a period of 2 (two) years thereafter, either directly, or indirectly through an agent, company, partnership or as a shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever:

i. solicit, induce, recruit or encourage any of the Company's or any Associated Company's employees including senior management employees or advisors to terminate their relationship with the Company or any Associated Company, or attempt to solicit, induce,

(e) You confirm that all Confidential Information shall remain the sole and absolute property of the Company and/or the Associated Company (where relevant), and You hereby transfer to the Company or its assignee any and all right, title, or interest, including without limitation any intellectual property rights, in and to any of the Confidential Information, or part thereof, created in whole or part by You. You agree that You shall not directly or indirectly copy, duplicate. disseminate, publish, transfer, disclose, or divulge any of the Confidential Information to any firm, individual, entity, institution or other third party, unless otherwise so specifically authorized in writing, in advance, by the Company.

(f) You shall, at the time of leaving the services of the Company, return all Confidential Information and other Company property, which are in your possession. You undertake to indemnify and keep indemnified the Company against any and all claims, damages, losses, which the Company may suffer, on account of unauthorised use of Company property and/or the Confidential Information by You, and also on account of breach by You of any of the other terms and conditions contained herein, which survives your severance of employment from the Company.

(g) The provisions of this Clause shall apply, notwithstanding that You have inadvertently, or without authorization, obtained access to or otherwise come into possession of Confidential Information.

(h) You represent that the performance of these Terms as an employee of the Company has not breached and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired prior to the commencement of your employment relationship with the Company.

(i) In order to secure or preserve Confidential Information, the Company shall have the right at all times to deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage spaces, and vehicles.

(j) You agree that during the course of employment with the Company and at any time thereafter, You shall not use any Confidential Information: (i) to attempt to negatively influence any of the Company's clients or customers; and/or (ii) to solicit or influence or attempt to influence any of the Company's clients, customers or other person either directly or indirectly.

9. REPRESENTATIONS AND WARRANTIES

9.1. You represent and warrant to the Company that: (a) You have the full right, power and authority to execute, deliver and perform the duties as specified under these Terms; (b) all documents and facts furnished/disclosed to the Company are true and accurate; and (c) You are not subject to any agreement, arrangement, contract, understanding, court order or other restriction, which in any way directly or indirectly restricts or prohibits You from performing any of the duties and/or obligations under these Terms .

10. INDEMNITY

10.1. You shall defend, indemnify and hold harmless the Company and the Associated Company against and in respect of any and all actions, suits, proceedings, claims, demands, judgments, costs, expenses (including reasonable attorney's fees) and damages resulting from, or arising out of: (i) any breach or alleged breach of any of the terms and conditions contained in these Terms and/or the Policies; or (ii) all claims arising from any breach of the representations and warranties contained in these Terms

11. TENURE AND TERMINATION

11.1. *Term*: You shall continue to be employed by the Company on and from the Effective Date, unless your services are terminated in accordance with this Clause 11.

Company.

11.7. *Consequences of Termination.*

(a) Termination of employment shall not release You from your obligations and liabilities, which have accrued prior to the Termination Date and those surviving termination. The Company reserves its right to adjust any and all amounts due from You from the full and final amount payable. You shall extend your complete cooperation in relation to executing any and all documentation as may be required by the Company regarding your termination from services. The execution of such documents shall take place prior to the last date of employment irrespective of the reason for the severance and in the form and manner satisfactory to the company.

(b) You shall, at the time of leaving the service of the Company, return all materials/documents containing confidential/proprietary information of the Company and all property (including mobile phones, access cards, laptops, keys, badges, passwords, pass-codes) belonging to the Company, which are in your possession. You shall, delete all confidential material including but not limited to customer data from your personal devices or personal accounts if any before leaving.

12. REMEDIES

12.1. In the event of a breach or a threatened breach of any of the covenants contained in Clauses 4, Clauses 6, Clause 7 or Clause 8, the Company shall, in addition to any other remedies including but not limited to an action for injunctive relief, suit for damages, and other legal remedies provided herein or otherwise available under applicable law, be entitled to have such covenants specifically enforced by any court having jurisdiction and it is being acknowledged and agreed that any material breach of any of the covenants will cause irreparable injury to the Company and that monetary damages will not provide an adequate remedy to the Company. Accordingly, in the event of any breach or threatened breach by You of any of the provisions of these Terms, the Company shall, in addition to and not in limitation of any other rights, remedies, or damages available to the Company at law or in equity, be entitled to a temporary restraining order to prevent or to restrain any such breach by You and/or by all persons directly or indirectly acting for, on behalf of, or with You.

13. GOVERNING LAW AND JURISDICTION

13.1. The courts at Bangalore shall have exclusive jurisdiction on the matters arising from or in connection with these Terms and each Party hereby irrevocably and unconditionally consents to the exclusive jurisdiction of the aforementioned courts. These Terms shall be governed by and be construed as per the laws of India, without reference to its conflict of law principles.

14. MISCELLANEOUS

14.1. *Consent.* You hereby unequivocally consent to the Company collecting, using, or disclosing Your personal information, in accordance with applicable law. Such data or information may be collected, used or disclosed for purposes such as administering the employment relationship, processing pay, conducting background checks, generally discharging all human resource management activities and legitimate interest of the Company. You also hereby consent to the Company transferring such personal information within the organisation to other states, territories or countries as required by law for internal administrative purposes. Further, You also irrevocably agree to execute any other or additional document(s) which the Company/any third - party agency acting on its behalf may require in order to better perfect its rights in this regard. The Company represents that except for the purposes mentioned herein or if required under law, the Company will not disclose to any third party or otherwise use in any manner, the personal information without your prior consent.

Groww

Annexure B

Remuneration Details

Full Name	**KUSHAL R**
Designation	Customer Success Executive
Function	Customer Success
Work Location	Bangalore

Description	**Amount (Rs)**	
Total CTC	2,83,000	
Fixed Salary	2,75,000	PA
Variable Performance Bonus	8,000	PA

Fixed Salary Stack

Particulars	**Per Month (Rs)**	**Per Annum (Rs)**
Basic Salary	15,000	1,80,000
Special Allowance	2,817	33,804
Statutory Bonus	3,300	39,600
Total Gross Salary (A)	**21,117**	**2,53,400**
Employer Contribution to PF	1,800	21,600
Employer Contribution to ESI	0	0
Cost to Company	**22,917**	**2,75,000**
Deductions		
Employee Contribution to PF	1,800	21,600
Employee Contribution to ESI	0	0
Professional Tax	200	2,400
Total Deductions (B)	**2,000**	**24,000**
Net Salary (A-B)	**19,117**	**2,29,400**

Manisha P - Offer Confirmation - Parent Relationship Manager - with ORCHIDS - The International School.

1 message

Eshwari M <eshwari.m@orchids.edu.in> Fri, 4 Jul, 2025 at 5:07 pm
To: Manisha P <manishapg2003@gmail.com>
Cc: Onboardingbranch SmrutiRekha <onboarding.branch@orchids.edu.in>, Onboarding 2 Bidya <onboarding.escalation2@orchids.edu.in>, Pratheep Keerthan <pratheep.keerthan@orchids.edu.in>, Kolla Srikanth <kolla.srikanth@orchids.edu.in>, Naresh Ramamurthy <naresh.ramamurthy@orchids.edu.in>, Krishna Yadav <krishna.yadav@orchids.edu.in>, HR Sampark <hr_sampark@orchids.edu.in>, Anup Das <anup.das@orchids.edu.in>

Dear Manisha P,

Congratulations!!

This is with reference to your application and subsequent interviews you had with us. We would like to offer you the position of **" Parent Relationship Manager"** with **Orchids The International School.**

Location will be allocated after the training sessions.
Please Note : You have to report to - Bannerghatta Orchids (Bangalore) Training Location : https://maps.app.goo.gl/hYAz9XcAPgvgLCrU7

This offer **(subject to you joining us 14th July 2025)** will carry a fixed annual CTC of **INR 4,20,000/- (Four Lakh Twenty Thousand Rupees Per Annum only) + 1,00,000/- (One Lakh Performance Based Incentives).**

The offer break-up for the fixed pay is provided below.

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Gratuity	1,010	12,120
Cost To Company	**35,000**	**4,20,000**

Note: Professional Tax (PT) and Income Tax (IT) shall be deducted as employee contributions, in accordance with the applicable provisions of the State PT Act and the Income Tax Act.

This is a full-time position and there will be a probationary period of **Six Months** and the notice period will be **One Month**. Your date of joining will be on **14th July 2025.** Please revert with a confirmation of your acceptance of the offer and date of joining by **4TH July 2025.**

Please Note: You are required to submit the soft copies of your Documents/ Details using the link given below by 2:00 PM, on the day before your DOJ.

1. New Joinee Link : https://docs.google.com/forms/d/e/1FAIpQLSeWjt0UlJzxHah7rUAsCtxVA_0LrdHajETeNRjqaD53P4bQRA/viewform?usp=sf_link

2. E-Aadhaar Lin :https://docs.google.com/forms/d/e/1FAIpQLSeT0CnNCEqQuabjONNXFExYcByDMpnJC6NywU_nF8DFP5_Xjw/viewform

Your HR SPOC will connect with you for further movement on Joining Formalities on your Joining Date.

Important Points:

1. Your net salary will be subject to income tax deductible at source. At the time of joining, we request you to submit your investment/tax deduction declaration in our employee HR portal (GreytHR) to ensure that TDS applicable is correctly calculated.
2. By joining the organization, you confirm and agree that you will go through organization policies and employee handbooks upon joining and will follow the same. The policies will be available with the branch EA and your employee portal (GreytHR) and will come into effect from the day you report to the branch
3. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the documents, certificates or information given by you, we retain the right to terminate the employment with immediate effect with no liability for any compensation towards you
4. You provide us with the right to conduct background checks to validate your educational and professional credentials
5. K12 Techno Services Pvt. Ltd reserves the right to alter the salary structure and components as per its requirement at any time. However, in case such alteration is made, the gross salary of the employee will not be reduced.
6. All employees joining by 30th of September of a calendar year are eligible for increment and appraisal in the next calendar year of joining. Employees joining on or after 1st of October will NOT be eligible for increments and appraisal in the next appraisal cycle, but will be eligible for increments in the appraisal cycle that comes after that.
7. In case you have PF deduction in your salary, and if you do not have an updated Aadhar Card you will be moved to retainer payroll and will not be considered as a regular employee. In such a case you will be on retainer payroll for a maximum of 2 months and if the updated Aadhar soft copy is not provided until then, you will be removed from the organization and notice period payment can be recovered from you.
8. In case your work location is a school premises, it is mandatory to get the police verification done at your end within one month of joining the organization to get your salary processed. The branch EA/HR can guide you on this in case you need any help.

Contact person in case there is any issue with joining formalities, induction session, or any other HR-related concern:

Escalation 1 (Smruti - smruti@orchids.edu.in) (If not resolved within 72hrs, connect with Escalation 2)

Escalation 2 (Pratheep Keerthan - pratheep.keerthan@orchids.edu.in)

Congratulations and wishing you a successful career at ORCHIDS The International School!!!

--

Eshwari.M
HR - Senior Executive
eshwari.m@orchids.edu.in
K12 Techno Services Pvt. Ltd.
k12technoservices.com | **orchidsinternationalschool**

17 December, 2025

Ms. Meghana S
VISHWA VIDYALAYA

Dear Meghana,

OFFER LETTER

We congratulate you on being offered employment with Sagility Limited. As indicated to you during the employment application process, your offer of employment is subject to and conditioned upon your successful completion of your graduation course and submission of the original marks card and degree certificates as well as you acknowledging and signing this letter. Your initial place of posting will be at **Bangalore.** You will be on probation for a period of 6 (Six) months. The probation period can be extended at the discretion of the Management.

The Company shall reserve the right to conduct background verification checks as it deems fit and such checks will be extended to the documents that you have provided before your date of joining **18 December, 2025**. Please ensure to provide all requisite educational certificates from the past as indicated by the Company's HR Team.

Continuity of your services with the Company is subject to the successful completion background verification check as stated above and completion of your graduation course, you producing original marks cards and degree certificate for verification/validation as per the company's policies and practices.

Subsequently upon submission of the above stated documents and successful verification by the Company, this conditional offer shall be converted into a final letter of appointment upon fulfilment of the terms of this letter, and there upon you will be designated as "**Trainee Process Consultant-Operations**". You will be required to adhere to the terms and conditions contained in the final letter of appointment and other relevant documents issued by the Company.

Please be informed that notwithstanding anything in this letter, if you fail to adhere to any provisions of this Conditional Letter, the Company may rescind this Conditional letter, without any liability, costs, damages, expenses, claims, etc., in case of any change in the Company's business requirements.

You confirm that the above terms and conditions are acceptable to you and signify your acceptance by signing a copy of this Conditional Letter of Appointment.

Submission of the photocopies of the following documents is mandatory for your joining/onboarding. You are required to provide the originals of the said documents for verification and return.

a) Photo ID proof (Ex. College ID card, Voter's ID, PAN Card, Ration Card, Driving License, Passport, Exam Hall Tickets)

b) Certificates/testimonials of your past experience, including certificate from your last employer,(If applicable)

c) Certificates, Transcripts of Marks cards starting from 10th Standard (SSC/SSLC) up to the current attainment.

d) Six (6) passport size color photographs, for our records.

e) Photocopy of your Aadhaar Card with number

f) Proof of Address (Current and Permanent)

Yours sincerely,

Kiran Kumar G

_____

Kiran Kumar G
Senior Director - Human Resources
Sagility Limited

Accepted by:

Name : Meghana S
Date : 17 December, 2025

Encl: Annexure – I & II

Date :30/12/2025

To
Nandini V
(CODE: CAN764695)

Provisional Offer Letter

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Tracker**. Your services are being deputed to **JONES LANG LASALLE PROPERTY CONSULTANTS INDIA PRIVATE LIMITED** on the following terms and conditions:

- Your employment will be valid from **05/01/2026**
- Your Salary CTC will be INR 432,000.00 per annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :

  a. Complete on the Randstad portal:
     - Employee profile form
     - Statutory Nomination forms like ESIC, PF, Mediclaim etc.
  b. Upload proofs of your documents:
     - Government mandated ID proof: Aadhar Card and PAN
     - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
     - Copy of both Educational certificates & Previous employment documents.
     - Bank Details for Salary processing: Copy of cancelled cheque.

- The employment opportunity envisaged under this provisional offer letter is subject to successful Background Verification and other necessary checks. During the course of your Background Verification, if it is found that any information/document provided by you is false, fabricated, and/or incorrect or you fail to report on the specified date(s), in such circumstances, any offer made to you and/or your appointment shall automatically stand revoked.

Please note that this is only a provisional offer of employment and not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfil our employment terms and conditions & upon confirmation of joining duty by the manager.
The next step is for you to log into Randstad Direct, our employee portal to accept this offer.
You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,

For Randstad India Pvt Ltd.

Authorized Signatory
Unnikrishnan PS
Company Secretary and Head - ELM

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

Gmail

Pooja Yadav <py653649@gmail.com>

Pooja S - Offer Confirmation - Parent Relationship Manager - with ORCHIDS - The International Schoo.

3 messages

Eshwari M <eshwari.m@orchids.edu.in> Mon, 16 Jun at 4:10 PM
To: <py653649@gmail.com>
Cc: Bibin cS <bibin.c@orchids.edu.in>, Onboardingbranch SmrutiRekha <onboarding.branch@orchids.edu.in>, Onboarding 2 Bidya <onboarding.escalation2@orchids.edu.in>, Pratheep Keerthan <pratheep.keerthan@orchids.edu.in>, Kolla Srikanth <kolla.srikanth@orchids.edu.in>, Naresh Ramamurthy <naresh.ramamurthy@orchids.edu.in>, Krishna Yadav <krishna.yadav@orchids.edu.in>, HR Sampark <hr_sampark@orchids.edu.in>, <placement@kristujayanti.com>, Anup Das <anup.das@orchids.edu.in>

Dear Pooja S,

Congratulations!!

This is with reference to your application and subsequent interviews you had with us. We would like to offer you the position of **" Parent Relationship Manager"** with **Orchids The International School.**

Location will be allocated after the training sessions.
Please Note : You have to report to - Bannerghatta Orchids (Bangalore) Training Location : https://maps.app.goo.gl/hYAz9XcAPgvgLCrU7

This offer **(subject to you joining us 1st July 2025)** will carry a fixed annual CTC of **INR 4,20,000/- (Four Lakh Twenty Thousand Rupees Per Annum only) + 1,00,000/- (One Lakh Performance Based Incentives).**

The offer break-up for the fixed pay is provided below.

Salary Details	Monthly	Annually
Basic Allowance	21,001	2,52,012
Bonus	-	-
HRA/Special Allowance	11,039	1,32,468
Gross Salary	**32,040**	**3,84,480**
Employee contribution to PF	1,800	21,600
Employee contribution to ESIC	-	-
Net Salary	**30,240**	**3,62,880**
Employer contribution to PF	1,950	23,400
Employer contribution to ESIC	-	-
Gratuity	1,010	12,120
Cost To Company	35,000	4,20,000

Note: Professional Tax (PT) and Income Tax (IT) shall be deducted as employee contributions, in accordance with the applicable provisions of the State PT Act and the Income Tax Act.

This is a full-time position and there will be a probationary period of **Six Months** and the notice period will be **One Month**. Your date of joining will be on **1st July 2025.** Please revert with a confirmation of your acceptance of the offer and date of joining by **16thth June 2025.**

Please Note: You are required to submit the soft copies of your Documents/ Details using the link given below by 2:00 PM, on the day before your DOJ.

1. New Joinee Link : https://docs.google.com/forms/d/e/1FAIpQLSeWjt0UlJzxHah7rUAsCtxVA_0LrdHajETeNRjqaD53P4bQRA/viewform?usp=sf_link

2. E-Aadhaar Lin :https://docs.google.com/forms/d/e/1FAIpQLSeT0CnNCEqQuabjONNXFExYcByDMpnJC6NywU_nF8DFP5_Xjw/viewform

Your HR SPOC will connect with you for further movement on Joining Formalities on your Joining Date.

Important Points:

1. Your net salary will be subject to income tax deductible at source. At the time of joining, we request you to submit your investment/tax deduction declaration in our employee HR portal (GreytHR) to ensure that TDS applicable is correctly calculated.
2. By joining the organization, you confirm and agree that you will go through organization policies and employee handbooks upon joining and will follow the same. The policies will be available with the branch EA and your employee portal (GreytHR) and will come into effect from the day you report to the branch
3. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the documents, certificates or information given by you, we retain the right to terminate the employment with immediate effect with no liability for any compensation towards you
4. You provide us with the right to conduct background checks to validate your educational and professional credentials
5. K12 Techno Services Pvt. Ltd reserves the right to alter the salary structure and components as per its requirement at any time. However, in case such alteration is made, the gross salary of the employee will not be reduced.
6. All employees joining by 30th of September of a calendar year are eligible for increment and appraisal in the next calendar year of joining. Employees joining on or after 1st of October will NOT be eligible for increments and appraisal in the next appraisal cycle, but will be eligible for increments in the appraisal cycle that comes after that.
7. In case you have PF deduction in your salary, and if you do not have an updated Aadhar Card you will be moved to retainer payroll and will not be considered as a regular employee. In such a case you will be on retainer payroll for a maximum of 2 months and if the updated Aadhar soft copy is not provided until then, you will be removed from the organization and notice period payment can be recovered from you.
8. In case your work location is a school premises, it is mandatory to get the police verification done at your end within one month of joining the organization to get your salary processed. The branch EA/HR can guide you on this in case you need any help.

Contact person in case there is any issue with joining formalities, induction session, or any other HR-related concern:

Escalation 1 (Smruti - smruti@orchids.edu.in) (If not resolved within 72hrs, connect with Escalation 2)

Escalation 2 (Pratheep Keerthan - pratheep.keerthan@orchids.edu.in)

Congratulations and wishing you a successful career at ORCHIDS The International School!!!

[Quoted text hidden]

Pooja Yadav <py653649@gmail.com> Sat, 5 Jul at 9:46 AM
Draft

[Quoted text hidden]

Pooja Yadav <py653649@gmail.com> Sat, 5 Jul at 9:47 AM
Draft to: Eshwari M <eshwari.m@orchids.edu.in>

[Quoted text hidden]

QUESS
WINNING TOGETHER

LETTER OF EMPLOYMENT

Date: 26/11/2025
Offer ID : 278885

To,
S Harshini
No 18, 1st Cross, Nethaji Nagar,VTC: Magadi Road
Bangalore - 560023
KARNATAKA

Congratulations! We are delighted to extend to you an offer to join Quess Corp Limited (hereinafter referred to as "Compa the terms and conditions outlined below. Please read these important details carefully including your compensation and b Please indicate your acceptance to the Letter of Employment ("Letter") by signature.

POSITION & DEPLOYMENT

1.1. You will be designated as **Business Analyst** with effect from **27/11/2025** and your services shall be deployed client location(s) , as per project requirements, which are detailed in the Deployment Letter. Your deployment may based on the needs of the client or the Company.

ACCEPTANCE AND COMMENCEMENT

2.1. During your employment, you will render services to our client in accordance with the instructions received by yo us or any other authorized person and will be bound by our rules and regulations. This is a full-time employment oppo and you will be directly employed by the Company.

DUTIES AND RESPONSIBILITIES

3.1. Fully perform the services in a professional manner; you will be responsible for efficient, satisfactory, and ec discharge of duties that will be assigned to you from time to time.

3.2. You shall be employed as a full-time employee and cannot undertake any other direct/indirect business o honorary or remuneratory work of a public office on payment or otherwise, except with the prior written permissio management in each case.

3.3. You shall devote your entire time to the faithful and diligent performance of your duties. You will not engag directly or indirectly in any activity that competes with the interests of the Company or conflicts with your duties t the Company.

3.4. During the term of the work assignment, render services exclusively to the client and such performance shall inconsistent with any of the obligations you may have to other third parties.

3.5. Not engage in any conduct which is detrimental to the interest of the Company and/or client.

3.6. Comply with safety, health and other rules and regulations of the Company and the client that you have bee aware of.

3.7. During the term of work assignment, you can be transferred to a location, as and when required by the Comp executing the services provided herein.

QUESS
WINNING TOGETHER

DEPLOYMENT LETTER

Date: 26/11/2025

To,
No 18, 1st Cross, Nethaji Nagar,VTC: Magadi Road
Bangalore - 560023
KARNATAKA

Congratulations and welcome to Quess! We are pleased to confirm your deployment on the **ACCENTURE SOLUTION** engagement as **Business Analyst**. Your employment remains with Quess Corp Ltd, and you will operate as per client te duration of this assignment. Please find below the details of your assignment:

Deployment Details:

Item	Details
Client	ACCENTURE BPO
Location	BANGALORE
Project Start Date *	2025-11-27
Deployment Duration	12 MONTHS, EXTENDABLE
Quess HR Business Partner	RUTHVIK NADIG
Quess HR SPOC Email	RUTHVIK.NADIG@QUESSCORP.COM
Quess HR SPOC Phone	7676536929

**** Subject to change depending on the needs of the client or the company***

Terms & Conditions:

1) Conflict of Terms:

➢ In the event of any conflict, inconsistency, or discrepancy between the terms of the Letter of Employment and the te Deployment Letter, the terms outlined in this Deployment Letter shall take precedence and govern the understanding be parties.

2) Scope of Work:

➢ Perform duties as listed in the Client's Statement of Work (SOW).

3) Supervision & Reporting:

➢ You will report daily to your Client Manager.

4) Work Hours:

➢ Your working hours, including shift timings, weekly offs, and holidays shall be governed by the policies and o requirements of the Client to whom you are deployed. These may vary based on project needs and will be subject to pri by both the Client and Quess.

5) Leaves:

➢ You would be entitled to 1.75 paid leaves for each full month of your service. Leaves can be encashed at the end of y with Quess. All accumulated leaves will be carry forwarded to next calendar year.

6) Performance:

➢ You will be subject to regular performance assessments. Any feedback from the Client regarding misc underperformance may impact your continuation on the assignment.

7) Confidentiality & IP:

➢ During the assignment, you may have access to sensitive information and IP. You must comply with Quess

national centre for biological sciences
tata institute of fundamental research

ncbs

Ref:TFR:NCB:Recr:77:25-26 **7th October 2025**

Ms. Sandhya H
27/13rd A Cross,
Vrushabavathi Nagar,
Kamakshipalya, B'lore-560079
Mobile: 9916556275
Email: sandhyarchana2003@gmail.com

EMPLOYMENT CONTRACT

Dear Ms. Sandhya,

We are pleased to make an offer of employment on the following terms and conditions:

1. Appointment:

1.1 You are engaged as **Secretarial Trainee (Accounts Department)** at the National Centre for Biological Sciences on a contract basis initially for a period of 1 year with a three months probation period w.e.f. your date of joining.

1.2 You will be reporting to **Accounts Officer, National Centre for Biological Sciences,** Bangalore.

2. Consolidated Salary:

As a temporary staff your consolidated salary is **Rs.22,000/-** per month. However, there will be a standard deduction of professional tax and any other applicable statutory tax from your consolidated salary every month.

3. Medical Insurance & Facility:

3.1 You must subscribe to the Group Mediclaim Policy of NCBS for medical coverage which currently covers up to Rs.3,00,000/- per year for hospitalization for self only. This policy will be reviewed every year during the month of August. Subscription charges of around Rs.3,500/- will be deducted from your first-month salary on prorata basis as per Mediclaim Policy norms.

3.2 You can opt not to join the Group Mediclaim policy if you have any other similar Mediclaim policy on production of proof thereof.

4. Leave:

4.1 **Casual Leave:**

You may avail of up to 8 days of Casual Leave and 2 days Special Casual Leave in one calendar year which will be calculated on prorata basis for every completed month.

5. Performance Evaluation:

5.1 Your extension of tenure beyond one year will be based on performance evaluation, which will be conducted by your Reporting Officer along with other Senior Members of NCBS. Performance evaluation will be based upon your professional efficiency, discipline, punctuality and relationship with staff team members. Annual increments to your remuneration will be based on performance evaluation and institutional guidelines.

national centre for biological sciences
tata institute of fundamental research

ncbs

6. Resignation:

6.1 In case an employee resigns from the services of the Institute, 30 days prior notice need to be given to the reporting officer. The resignation will become effective only upon final acceptance by NCBS.

6.2 Employees who are serving the notice period will not be allowed to take any leave during that period. However, NCBS at its discretion can decide to relieve the employee immediately on resignation. In case of any misconduct during the notice period, your services can be terminated with immediate effect by the management.

7. Termination of Employment:

7.1 Either NCBS or you subject to legitimate cause and due process may at any time terminate this agreement by giving notice in writing to the other party one (1) month or by payment of one (1) month salary in lieu thereof on either side. In the event of your failure to give the notice, you will not be entitled to receive from NCBS, your salary, which may have accrued and due to you. If such salary falls short of your salary for 30 days, the amount by which it falls short shall be payable by you to NCBS on demand.

8. Code of Conduct:

8.1 You shall, always, be required to carry out such duties and responsibilities as may be assigned to you by NCBS and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of NCBS.

8.2 You shall not, except with the written permission of NCBS, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to NCBS' interests.

9. Confidentiality:

9.1 By accepting this letter of offer, you acknowledge and agree that you will not, during the course of your employment or thereafter, except with the consent of the employer, as required by law or in the performance of your duties, use or disclose confidential information.

9.2 You are required to act in a professional manner and maintain 'Strict Confidentiality' when you deal with official records, personal information etc. in the discharge of your duties. Any 'Breach of Confidentiality' shall be viewed seriously and will be liable for disciplinary action.

10. Outside Employment:

While in the employment of NCBS, you are in no way allowed to be employed in any other company on a temporary or part-time basis or offer your services with or without pay to any person, a legal entity without the prior written consent of NCBS.

Kindly sign and return a duplicate copy of this letter in acceptance of the Terms and Conditions set out herein.

Yours sincerely,

M. Vidhyalakshmi

M. Vidhyalakshmi
Administrative Officer (Estt.)

9th July, 2025

Srujana R Rao
Bangalore

Subject: **LETTER OF OFFER**

Dear Srujana,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **EXECUTIVE - OPERATIONS**. You will be on probation for a period of six months from your date of joining which will be on or before **9th July, 2025**.

The annual compensation calculated on Cost to Company will be **INR 250044/-**.

Your place of posting will be **Bangalore**.

It may be noted that the Company reserves the right to withdraw / postpone / cancel the Offer / joining at its sole discretion for any reason, which is beyond its reasonable control.

As part of your joining formalities, a thorough verification of your identity documents and background will be conducted. Upon successful submission and verification of your documents and completion of the background checks, you will be issued a Letter of Appointment by the company.

If any aspect of the verification process is found to be unsatisfactory at any point in time, your appointment with the organization will be terminated with immediate effect.

To validate the offer, you are requested to confirm your acceptance by clicking on the Offer link that has been emailed to you and sent to your registered mobile number. After electronically accepting the Offer Letter, you may also be required to submit a duly signed hard copy of the letter to Justdial's office.

We look forward to welcoming you to Justdial's team and wish you a rewarding and fulfilling career with the organization.

For Just Dial Limited



Madhulika Singh
Regional Head - Human Resources

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Srujana R Rao	
Department	SALES	
Designation	EXECUTIVE - OPERATIONS	
Effective Date	9th July, 2025	
CTC (in INR)	250044/- per annum	
Pay structure	**Monthly**	**Annual**
Fixed Components		
Basic	16860	202320
House Rent Allowance (HRA)	2	24
Customer Handling Allowance	0	0
Conveyance Allowance	0	0
Gross salary (C1)	**16862**	**202344**
Statutory Components		
Employer PF Contribution	2023	24276
Employer ESIC Contribution	548	6576
Total Benefits (C2)	**2571**	**30852**
Reimbursements		
Sodexo	0	0
Conveyance Reimbursement	0	0
Fuel Reimbursement	0	0
Total Reimbursements(C3)	**0**	**0**
Statutory Bonus (C4)	**1404**	**16848**
CTC (Total C1+C2+C3+C4)(a)	**20837**	**250044**
Deductions		
Employee PF Contribution	2023	24276
Employee ESIC Contribution	127	1524
Total Deductions (b)	**2150**	**25800**
***Net Salary {a - b - C2}**	**16116**	**193392**
Total CTC (CTC + Variable / Bonus)	**20837**	**250044**

*** Net Salary** is subject to applicable taxes, deductions, performance policy and company policy intimated to you from time to time.

** Performance linked Variable Pay / Performance Bonus are not guaranteed part of your compensation and the amount payable would vary based on Individual and Company performance.

*** Overall CTC is calculated on CTC + ** Performance linked Variable Pay / Performance Bonus at 100% payout.
At the time of Performance linked Variable Pay / Performance Bonus disbursements, the employee should be Active in the system.
In case your employment with company is not active or under notice period or termination process is initiated during the Performance linked Variable Pay / Performance Bonus payout period then employees shall not be considered for the payout, if any.

Company reserves the right to change/update/withdraw the Performance linked Variable Pay / Performance Bonus related schemes/provisions at any point of time & the final decision rests with the Management.

Yours sincerely,

For Just Dial Limited



Madhulika Singh
Regional Head - Human Resources

RMV MULTI-SPECIALITY VETERINARY CLINIC

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

Employment Contract

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

Dear **Tarun A,**

RMV Multi-Speciality Veterinary Clinic is pleased to offer you a job at our clinic for the position of **Front Desk Executive/Receptionist** starting from the period 19th December 2025. You shall report to duty on 19th December 2025.

Probation & Salary Allowance:

- The first three months of work is considered as the probationary period.
- During the probationary period you can be terminated in case we find you unsuitable for the assigned role.
- You shall receive a salary of ₹16000/- per month.
- Tax deductions may be compulsory if advised.
- You will be eligible for ESI coverage (for self & dependents) after the probationary period.

Duty Hours & Responsibilities

- Duty hours must be strictly followed. In addition, on rare occasions, if the situation demands you must extend your duty hours till the work is completed.
  Working hours can be any of the following (8 hours), 6 days a week.
  8:00 AM to 4:00 PM; 9:00 AM to 5:00 PM; 1:00 PM to 9:00 PM or split working hours 9:00 AM to 1:00 PM & 5:00 PM to 9:00 PM
- Cordial & empathetic behavior, greeting the clients with appropriate courtesy, proper billing & invoice creation.
- Always share official clinic phone numbers with vendors & clients who wish to contact for further queries.

Leave Policies:

- You are entitled to one weekly-off on a **weekday**. You are also entitled to one casual leave per month (12 CLs)
- In case you avail leave more than your entitlement, it will be considered as **Leave without pay.**
- **Two** festival leaves will be given in a year. These floating/festival holidays need to be requested from the management priorly & approved by the management
- Leave application must be made at least 3 days prior to the leave and must be informed to the clinic management for the same.
- In case of long leaves, you need to inform at least 1 week prior to the clinic management.

Conflict of Interest:

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

Confidentiality:

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

Notice of Termination:

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

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

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

RMV
MULTI-SPECIALITY
VETERINARY CLINIC
Your Family Vet

SIGNATURE OF THE EMPLOYEE

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

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SERVICES AGREEMENT

THIS SERVICES AGREEMENT ("Agreement") is entered into on this the **28-Jan-2026** at Bengaluru, between

ANSR Global Corporation Private Limited, a company incorporated under the Companies Act, 2013 and having its registered office at Ground Floor, Block L1, Manyata Embassy Business Park SEZ, Outer Ring Road, Nagavara Hobli, Bangalore 560045. (hereinafter referred to as "**ANSR**", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and permitted assigns) of the **ONE PART**
and

1. **Vedashree S J,** residing at **No 101, 12th Main, J C Nagar, Kurubarahalli, Bengaluru, Karnataka - 560086.** (hereinafter referred to as "the Consultant", which expression shall, unless it be repugnant to the context or meaning **thereof**, be deemed to mean and include her successors and permitted assigns) **of the OTHER PART**

For the purposes of this Agreement, ANSR and Consultant may each be referred to as "Party" or, collectively as the "Parties".

WHEREAS:

A. Consultant is a professional in the area of **Candidate Success Executive**.

B. The Consultant will be reporting into **Marimuthu D**("Manager") and such other person as may be decided by ANSR from time to time.

NOW, THEREFORE, in consideration of the mutual covenants and agreements to be kept and performed on the part of the Parties as hereinafter stated, it is hereby agreed as follows:

1. Services:

1.1 The Consultant, under the direction of Manager will provide, to ANSR and/or ANSR clients, services related to **Candidate Success Executive.**

1.2 The Consultant shall provide the Services to ANSR at the office location of ANSR (i.e. onsite), during business hours of ANSR, from Monday to Friday, unless otherwise required by ANSR. The Consultant may be required to be present in such other locations as directed by ANSR from time to time.

1.3 Nothing in this Agreement shall be construed to entitle the Consultant to any benefits, welfare laws, or regulations that apply specifically to employees of the Company. The Contractor acknowledges and agrees that they are not eligible for, and shall not receive, any such benefits provided to employees of the Company. The Consultant acknowledges and confirms that he is not an employee of ANSR and is accordingly not entitled to any benefit or emoluments (including PF, gratuity, leave encashment) as an employee from ANSR. The Consultant shall not have any claims against ANSR for any employee benefit or emoluments as an employee.

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6. Confidentiality:

6.1 The Consultant acknowledges that as a consequence of her providing services under the Agreement, he has been and will be given access to Confidential Information, where Confidential Information means any confidential and/or proprietary information of ANSR or any Affiliate, or its clients disclosed, either directly or indirectly, in writing or orally, or by inspection of tangible objects to the Consultant during the course of this Agreement with ANSR including (i) inventions, innovations, works or Intellectual Property Rights and any idea or know-how; (ii) confidential and proprietary trade secrets of ANSR or any Affiliate and/or all other information belonging or relating to the business of ANSR and its Affiliates that is not generally known; (iii) proprietary information relating to the development, utility, operation, functionality, performance, cost, know-how, details of present and proposed businesses, formulas, ideas, strategies, techniques, policy, data related to employees and consultants, present or proposed vendors/customers, information regarding research and development, unpublihed financial statements, budgets and other financial details, computer programming techniques, methodologies and related technical information, business or marketing plans, forecasts, licenses, prices or lists, quotes, bids, controls, operating procedures, organization responsibilities, marketing matters and any policies or procedures, software programs and files, operating manuals, user manuals documentation, source code and any and all information pertaining to the business, products and services of ANSR and its Affiliates; (iv) confidential and proprietary information of third parties, including former, existing or prospective agents, customers, partners, vendors, suppliers or Affiliates, which shall constitute Confidential Information whether the Consultant is working with the particular agent, customer or client or Affiliate or not; and (v) and all record bearing media containing or disclosing the above information or techniques, identified as "Confidential" expressly. For the purposes of this Agreement, "Affiliate" shall mean, with respect to ANSR, any other entity that owns or controls, is owned or controlled by, or is under common ownership or control with ANSR.

6.2 Consultant agrees that during the course of this Agreement with ANSR, and upon termination of this Agreement, for any reason, he shall not, directly or indirectly, use for herself or use for, or disclose to any person or entity any Confidential Information, other than for the benefit of ANSR and its Affiliates and in the course of performing her obligations under the Agreement.

6.3 Without prejudice to the generality of the foregoing, the Consultant:

a. shall not try to gain access to any Confidential Information except such Confidential Information entrusted to her in furtherance of her duties and responsibilities.

b. shall keep confidential, Confidential Information and not disclose the same to any third party or use the same for Consultant's own benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by the Agreement or except with the prior written consent of ANSR.

c. shall protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use.

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confidentiality of personal and sensitive data of employees of ANSR shall be indemnified by the Consultant to the fullest extent without any demur or protest. The confidentiality obligations with respect to personal and sensitive data of employees of ANSR shall survive the termination of this Agreement in perpetuity.

7. Non-Solicitation and Non-Compete:

Consultant acknowledges that he is, in the course of this Agreement with ANSR, likely from time to time to obtain knowledge of trade secrets, Intellectual Property Rights and other Confidential Information of ANSR and its Affiliates and to have dealings with the customers and suppliers of ANSR and its Affiliates. The Consultant acknowledges the breadth of her covenants under this clause, and admits and acknowledges that he has various other technologies, experience, knowledge and skill sets which, if deployed by him/her after he ceases to be an Consultant or ceases to be associated with ANSR, would enable him to obtain employment or other engagements to earn an adequate living and to provide for himself and her family, and would not result in him/her competing against ANSR. Accordingly, the Consultant undertakes that:

7.1 That, without prejudice to any other duty implied by law, he shall not, for the duration of this Agreement with ANSR up to and including the termination of this Agreement, either personally or through an agent, company or through a partnership or as a shareholder, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or agent or in any other manner whatsoever, whether for profit or otherwise, be concerned in any business that directly or indirectly competes with ANSR's business and except on behalf of ANSR, canvass or solicit business or customers for services similar to those being provided by ANSR or any Affiliate from any person who is a customer of ANSR or any Affiliate;

7.2 He shall not induce or attempt to induce any customer/client of ANSR or any Affiliate to cease to be a customer/client, or to restrict or vary the terms of the contract to, ANSR or any Affiliate or otherwise interfere with the relationship between such a customer/client and ANSR (save and except actions taken during the course of this Agreement with ANSR in exercise of her power and authority as an Consultant of ANSR and in, what he reasonably believes to be, in the interest of ANSR.

7.3 The Consultant further undertakes that, during the period of this Agreement and for a period of one (1) year after the termination of this Agreement with ANSR, he shall not, directly or indirectly, including by assisting others, solicit, recruit, induce or attempt to persuade the employment of any person/employee then engaged by ANSR or any Affiliate as a consultant, officer, director, independent contractor or consultant, or so engaged within the then prior twelve (12) months ("Existing Employee"). It is clarified that the Consultant shall be deemed to have breached and failed to comply with the provisions of this Clause 7 if the Consultant directly or indirectly employs, engages or retains, or the organization of which the Consultant is an officer, Consultant or shareholder (or any person connected or affiliated to such organization) directly or indirectly employs, engages or retains, an Existing Employee, if such employment or engagement arose on account of any act or omission of the Consultant.

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and all right, title and interest to and in the same in ANSR (or its nominees) absolutely and as sole beneficial owner or in such other person as ANSR may require. Consultant hereby appoints ANSR as the Consultants attorney-in-fact to execute documents on the Consultants behalf for this purpose. The Consultant agrees that this appointment is coupled with an interest and is irrevocable.

8.3 If, prior to the commencement of this Agreement, the Consultant has, independently or jointly with any other person, whether during the course of her previous employment/s or otherwise, made, invented, created, developed or discovered any discovery, invention, improvement, design, original works of authorship, software code or secret process or other Intellectual Property Rights which belong to her either singly or jointly with others (together "Prior Inventions"), he shall identify the same, if any, in a separate document and attach it to the Agreement as a separate schedule ("Schedule A"). The Consultant shall also indicate the ownership of such Prior Inventions and if he is the owner, the terms of license or other right that the Consultant has granted to third parties. If no Prior Inventions have been identified and attached to the Agreement, it shall be conclusively deemed that there are no Prior Inventions, and the Consultant represents, warrants and agrees that the Consultant does not have any rights, title or interests in any discovery, invention, improvement, design, original works of authorship, software code or secret process or other Intellectual Property Rights that may in any way affect or relate to ANSR's business. The Consultant shall ordinarily refrain from using in the course of this Agreement any Prior Inventions. However, if the Consultant does use such Prior Inventions in the course of this Agreement, the Consultant hereby grants to ANSR and its Affiliates in such circumstance all right, title and interest to the same, or where this is not possible, ANSR and its Affiliates shall have a fully paid up, royalty-free, exclusive, irrevocable, perpetual, worldwide, transferable, and sublicensable (in one or more tiers) license to use, disclose, make, sell, offer for sale, import, copy, distribute, modify and create works based on, perform, display and otherwise exploit such Prior Inventions in such manner as ANSR and/or its Affiliates may be deem fit.

8.4 The Consultant shall also ensure that he shall not in any manner whatsoever use any Confidential Information or Intellectual Property that was procured in the previous employment/engagement of the Consultant or that ANSR is otherwise not entitled to use.

9. Independent Consultant Status:

The Consultant is an independent contractor and not an employee of ANSR in the performance of the services. Consultant will have the right to control and determine the methods and means of performing her services. Nothing in this Agreement shall be construed to create an employer-employee relationship between the parties. The Contractor is engaged as an independent contractor and is not an employee, agent, or representative of the Company. The Contractor shall have no authority to bind the Company in any manner, and nothing in this Agreement shall be interpreted to imply or promise employment, compensation, or benefits from the Company.

10. Expenses:

In general, each Party is responsible for its/her own business expenses. However, if business

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17. Liability and Indemnities:

17.1 ANSR shall not be liable for any act or omission on the part of the Consultant during the term of this Agreement and shall incur no liability for loss, damage or injury of whatever nature sustained by the Consultant in any manner.

17.2 The Consultant shall indemnify and keep indemnified ANSR against any and all claims, liabilities, actions, proceedings, costs (including legal fees on an indemnity basis), losses, damages and demands arising out of or resulting from breach of this Agreement or any act or omission or default of the Consultant during the term of this Agreement, including without limitation:

17.2.1 Any loss of or any damage to any property;

17.2.2 All financial loss;

17.2.3 Injury to or death of any person caused by any negligent act or omission or willful misconduct of the Consultant, whether resulting in material or financial loss or damages or death or injury to persons or any other loss or damage whatsoever.

18. Assignment

The Consultant shall not assign this Agreement or any part of this Agreement or her rights and obligations hereunder to any third party without the prior written approval of ANSR.

IN WITNESS WHEREOF the undersigned have executed this instrument as of the day and year first above written.

For ANSR Corporation India Private Limited

Arathi Prabhu
Director – Talent Acquisition

Contractor Name

Vedashree S J

KEEO ENTERPRISES PRIVATE LIMITED
GST No. 22AAJCK6526H1ZK

602, Deepshikha Tower, Rajendra Place, New Delhi-110008
CIN: U72900CT2022PTC013441
Email: care@keeo.net

Date: 12/10/2025

Dear Vignesh,

Sub: Rendering of Professional Services by you

Pursuant to our discussion, we are pleased to engage your services as a **Asset Manager - Keeo Enterprises Private Limited** with effect from 13th October 2025

The start date of the assignment shall be 13th October 2025. In consideration of the professional services rendered by you, we are pleased to offer you professional fees as per **Annexure A (Payment Terms)**.

You shall follow the holiday calendar of the Customer if engaged on a customer-specific assignment or Keeo's when working in our office.

You shall co-operate in getting the invention or knowledge, if any, discovered in pursuance of your engagement, duly patented in the name of the Company.

You will, at all times, observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which, according to the Company/Client, is necessarily confidential and form

- Valuable property of the Company/Client and not made available to the trade, and furthermore, you will not disclose them without the authority of the company/client to anyone other than the Company's/Client's Officers authorized to receive them, and even after you have ceased to be in the service of the Company, you shall not disclose them to anyone.

- You will assign the Company/Client right, title and interest in any invention or improvement that you may make solely or jointly in the course of your relating to the products/services marketed, based, developed and you will perform any acts, execute such documents without expenses to you which, in the judgment of the Company/Client, may be needful or desirable to secure to the Company/Client patent protection and any/all rights relating to invention or improvements.

- You shall maintain and keep in your safe custody such books, registers, documents, and other papers as may be issued to you or may come into your Possession and shall return the same when required.

You will at all times remain liable and bound with the service rules of the company/client as defined from time to time. You shall adhere strictly to the **Data Usage and Analytical Restrictions** as per the Company's Non-Disclosure and Confidentiality Agreement.

- If during the period of your assignment with us you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company/Client, the Company/Client shall be entitled to use, utilize and exploit such improvements and you shall assign all your rights to the Company/Client for the purpose of seeking any patent rights in respect thereof or for any other purpose

- Upon leaving the Company/Client, you will not take with you any drawing, blueprint, or other reproduction or other data, tables, calculations, letter, or other documents, or any other writing or copy of writing of any nature whatsoever pertaining to the business of the Company/Client or any of its subsidiaries

During the term of retainership and in the event of disengagement from the Company/Client for whatsoever reason, you agree that, in addition to any other limitation during the term of your retainership and for a period of six months after the termination of your retainership, you will not directly or indirectly

- Solicit or accept employment or engagement with the customer you work with

- Employ, solicit the employment of, or encourage or aid any other party to employ or solicit the employment of any Keeo/Customer employee or independent contractor to terminate employment with Keeo

- Contact any persons or companies that are partners or prospective partners of Customer/Client or any of its affiliates or subsidiaries for the purpose of soliciting the customers or prospective customers in competition with Keeo/Client or cause anyone to solicit or divert, any such customers or prospective customers from Keeo/Client its subsidiaries, affiliates

For the purpose of the points above, Keeo client means any organization or person or franchisee to which, for a fee or charge, Keeo has provided services. A prospective partner means a person, or any other organization or person, to which Customer purchases your services to serve.

You will be governed by and shall conform to the service rules of the Company. This engagement shall be governed by and subject to the **Non-Disclosure and Confidentiality Agreement** executed between you and Keeo Enterprises.

Your consulting fee is strictly confidential, and we expect that you maintain the confidentiality of the same. Notice period for severance will be thirty days' notice on either side.

In the event a government body/authority exercising its jurisdiction and statutory power/ authority seeks information pertaining to any aspect of your employment, the company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance.

In the event a client seeks information pertaining to the business aspect of your employment (including Resume), it will always be routed through Keeo.

Your appointment and its continuance are subject to a process of Verification checks, which would include Verification of previous employment, Verification of highest qualification, Reference checks, and Address verification, which is outsourced to a third party

Please note that this arrangement is purely professional in nature and does not constitute an employer-employee relationship.

Kindly sign and return the duplicate copy of this letter as a token of your having accepted the terms and conditions mentioned above.

Yours faithfully,
For **Keeo Enterprises Private Limited**,



Ankita Bauriya
Managing Director

Acknowledgment and Acceptance

I, **Vignesh S**, accept the terms and conditions as stated above.

Signature:

Date: 12/10/2025

Place: Bengaluru, Karnataka