

BBB N^o 026253



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE, ERODE ROAD
KARUR – 639001, Tamil Nadu

Ph- 04324 –226520, Extn.269465/67/73/75 Email: recruitment@kvbmail.com
CIN:L65110TN1916PLC001295

HRD/DIRECT_RECT_BSSE CTC/L1/3929/2022

14/10/2022

Ms. Nandini T
#10 5th Main, Ittamadu Near Valentain Model School,
Maruthinagar, Bangalore-560085,
Karnataka
E-Mail: nandu.t.ram30@gmail.com
Mobile: 9743808985
Appl. Id: 174377



SUB: OFFER OF APPOINTMENT

With reference to your application for an appointment in the Bank's Service and subsequent Personal Interview, we are pleased to offer you appointment, governed by the following terms and conditions:

1. Commencement of Employment:

You will be designated as **Branch Sales & Service Executive**. As part of the joining process, you are advised to report on **02/11/2022** at the below mentioned address for Seven days Residential Induction Training. (Please refer Annexure for further details).

TVS Training and Services

No : 61, Reddy Street, Vanagaram Main Road, Athipattu,
Ambattur Industrial Estate, Chennai-600058.

Your employment will commence from the date of your joining at the training centre.

Post completion of the Induction Training, you are advised to report for duty on **09/11/2022** at our **Bangalore - Basavanagudi Branch**. (Address mentioned below)

The Karur Vysya Bank Ltd,

No: 54 Nagasandra Circle, South End Road, Basvanagudi,
Bangalore - 560004, KA

This offer is subject to medical fitness. For this, you are advised to submit a satisfactory latest Medical Certificate & relevant reports of your fitness obtained from reputed Corporate Hospitals on your date of reporting at the training venue.



Cont. 2

HRD/DIRECT_RECT_BSSE_CTC/L1/972/3929/2022

2. Compensation package:

Your appointment is on Cost to Company Basis (CTC) and your compensation package under CTC basis is furnished in Schedule I (enclosed).

In addition to the package given in Schedule I, you will be eligible for the following benefits:

- a. You are eligible for performance based incentive as applicable from time to time. However the payment of incentive shall be purely at the discretion of the management.
- b. You are eligible for all types of loans under the Public category.

Compensation package under CTC will be reviewed by the Bank every year as per the Bank's policy prevalent at the relevant time.

The Components of CTC shall be subject to regulatory / statutory guidelines and any change in the percentage of components shall not alter the overall CTC fixed.

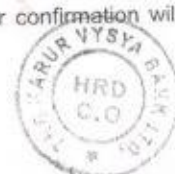
Other Benefits:

- a. You are covered under Group Personal Accident Insurance coverage (Premium paid by the Bank).
- b. You are covered under Group Medical insurance – Base premium is included in your CTC and shall be deducted on a monthly basis.
If you opt for any Top-up, the premium will be paid by you.
- c. You are also covered under Group Term Insurance for a limit as applicable to your grade / level.
The requisite annual premium for the coverage preloaded in your CTC will be deducted from your first salary and every consecutive year thereafter.

Note: You are not eligible for any other benefits, except the benefits referred above.

3. Probation and Confirmation:

- a. You will be on probation for a period of one year. On successful completion of probation period (after suitable evaluation methods / tests), you will be confirmed in the regular services of the Bank.
- b. During the Probationary period, you will have to acquire the requisite knowledge in Banking routine by serving in the Branch(es) / Office (es) to which you will be posted and equip yourself to be fit and competent for confirmation in the services of the Bank. You will be confirmed, only on passing Knowledge Updation Test (KUT). Apart from this it is mandatory to get qualified in any of the certificate courses conducted by NISM, AMFI, NIBM, IIBF and Institutes identified by IBA. Further you should have attempted one/more subject/s of JAIIB exam or at least should have enrolled to pursue it.
- c. Please note that unless confirmed in writing, you will be continuing in probation only.
- d. Confirmation in the services of the Bank will be based on your performance during the probationary period, assessment reports given by the Branch / Office Heads and subject to completion of joining formalities.
- e. In case your performance is not up to the expectations of the Bank, you will be terminated from the services of the Bank.
- f. Failure to comply with any of the above required conditions for confirmation will result in your termination.



4. Nature of duties / Responsibilities:

- a. You will perform all the duties as are inherent to your position and such additional duties as may be called upon to perform, from time to time.
- b. You shall discharge your duties with due and reasonable care, skill and diligence.
- c. You shall always act in good faith in order to promote the business of the Bank and in the best interests of the Bank. You shall not involve yourself in any situation in which you may have a direct or indirect interest that conflicts or possibly may conflict with the interests of the Bank.
- d. By virtue of your position in the bank, you shall not achieve or attempt to achieve any undue gain or advantage either to yourself or to your relatives or associates.
- e. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results.

5. Working Hours :

Working Hours may vary and will depend on the nature of the work, department of work, administrative exigency etc., except for National, State holidays declared under relevant act as applicable to the bank. There may be times when you will be expected to work extra hours to achieve specified results / targets when the job so requires.

6. Leave Eligibility :

- a. Casual Leave: 12 days per year (one day per month) which cannot be accumulated beyond 12 days. Casual Leave cannot be taken more than 4 days at a stretch and cannot be combined with holiday / Sunday in such a way as to increase the absence, at any one time, beyond Six days. Casual leave cannot be combined with any other type of leave.
- b. Medical Leave: 12 days per year (one day per month) which can be accumulated for maximum of 24 days with no option for encashment. Medical Leave beyond 3 days will have to be supported by Medical Certificate. Medical Leave without medical certificate can be availed upto a maximum of 3 times in a calendar year.
- c. CTC Leave: 24 days per year (two days per month) which can be accumulated for maximum of 48 days. For availing CTC Leave 10 days advance notice is required.
- d. Maternity Leave: As per norms / Maternity Benefit Act, twice in entire service - maximum of 6 months per instance.
- e. All types of leave will be credited on completion of every month and only on pro-rata basis.
- f. Combining of Medical leave with CTC leave is allowed only on Medical reason.

Note: Employees who join the Bank on or after 14th of a month shall not be eligible for any leave for the particular month.

Credit of Pro-rata leave will not be given for the month, where an employee has availed more than 14 days of leave.



HRD/DIRECT_RECT_BSSE CTC/L1/972/3929/2022

7. Travel Expenses:

You may be required to undertake travel for the business of the Bank and in the exigencies of work. You are eligible for admissible / applicable Diem / daily allowance and lodging expenses as per Bank's policy from time to time, when you attend Bank's work at other centers (other than place of posting).

All such travel on official business should have the prior approval of the reporting authority.

8. Transfers and postings:

You are liable to be transferred to any of the branches / offices as per the exigencies of business. The Transfer shall be at the sole discretion of the Bank and there shall be no scope for effecting / cancelling / modifying transfer at your request.

9. Performance evaluation:

- a. You shall be governed by the Bank's policy on performance appraisal and compensation revision as applicable and in force from time to time. The management reserves the right to change or modify the policy at its sole discretion and at any time without notice.
- b. Based on performance, after confirmation your yearly increase in compensation will be decided and same is restricted to certain percentage of basic pay only, as approved from time to time.
- c. Performance linked incentive, as applicable to the grade / level is payable to you based on your annual performance and first assessment in this regard will take place after completion of one year. Thereafter the base date for appraisals will be 31st March, with the same being reviewed during April every year.

10. Promotion:

Your promotion to the next higher grade / level shall be governed by the promotion policy of the Bank laid down from time to time. You may also note that the promotion to the higher grade / level is not a matter of right and it shall be considered in accordance with Promotion Policy of the Bank.

Fixation on promotion: As applicable to Grade / Level of promotion.

11. Borrowings / Receipt of Gifts:

You shall not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings of any sort.

a). Travel to foreign Countries:

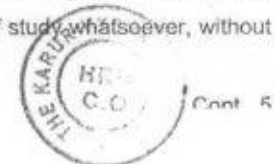
Prior Permission / NOC should be obtained from the competent authority in case of foreign trips for personal purpose.

b). Lendings/Borrowings:

NOC to be obtained from the competent authority for availing any loan/for standing as Guarantor/Surety/Co-obligant to anyone for availing loans in our Bank / other Banks / NBFCs / FIs etc.

12. Professional Ethics and Confidentiality:

- a. During your employment with the Bank you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Bank.



- b. You must follow and maintain higher standards & personal behavior and integrity in accordance with the Bank's policies & procedures.
- c. You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information about the business of the Bank which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Bank.
- d. For the purposes of this clause, 'Confidential Information' means information about the Bank's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Bank's products, processes including ideas, concepts, projections, technology, manuals, specifications, and all papers, records and other documents containing such Confidential Information.
- e. Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Bank.
- f. Breach of the conditions of this clause will render you liable for summary termination under clause above, in addition to any other remedy the Bank may have against you in law.
- g. The offer of appointment is confidential which shall not be shared with any third parties.
- h. You shall abide by all the bank's policies, Regulatory & Statutory guidelines issued from time to time. More specifically RBI guidelines and SEBI guidelines (including Prohibition of Insider trading Act 2015) should be followed strictly.
- i. While you are in the services of the Bank, you are not permitted to carry on any business or Profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other Firm, Company or Person.
- j. You will devote your whole time and attention to your office work to promote the interest of the Bank and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the organization) outside the organization.

13. Non-solicitation:

The employee hereby agrees and undertakes that during the term of the employment with the Bank and for a period of one year following the date of separation from the Bank, the employee shall not, directly or indirectly, either as an individual on his own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function):

- a. Solicit employment or advise any of the Bank's existing employees or any person who was employed by the Bank within one year prior to such solicitation; or
- b. Cause any person or organization providing services to or through the Bank to terminate his or her contract or relationship with Bank.



- c. Contact any of the existing or prospective clients (i.e. any person or organization with whom the Bank is in advanced stages of exploring a professional or business relationship) to entice such clients away from the Bank or to damage in any way their business relationship with the Bank or for the promotion of services similar to those provided to such clients by the Bank.

14. Bank's property - Assets:

- a. You will always maintain in good condition the Bank's assets which may be entrusted to you for official use during the course of your employment and shall return all such property to the Bank prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Bank.
- b. On termination / retirement of your employment for any reason, you will return to the Bank all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential information, in your possession or under your control relating to your employment or to clients' or customers' business affairs. On termination, you shall settle the Bank's dues / loans, if any to the organization.

15. Background verification:

You agree that the Bank shall have the right to conduct, either by itself or through its representative, background checks on the Employee (including credit bureau checks) references provided by the Employee or with the Employee's previous employer(s) or existing creditors who may have provided loans to the employee.

Please note that it shall be open to the bank to withdraw this appointment order / terminate your employment, if any negative report is received in this regard.

16. Disclosure by the Bank:

You agree that at the time of employment or any time during employment, the Bank shall have the right to use and disclose all information of the Employee for the purpose of carrying on Business and for complying with laws, rules and regulations as applicable.

17. Superannuation Age:

You shall retire from the services of the Bank upon attaining the age of 60 years.

The date of birth as recorded on the basis of the document produced by you at the time of joining shall not be changed at any point of time.

18. Terminal Benefits:

- a. **Gratuity:** Payment of Gratuity shall be regulated in accordance with the provisions of payment of Gratuity Act 1972.
- b. **Defined Contributory Retirement Benefit Scheme:** You are compulsorily covered under New Pension System (NPS / DCRBS). Bank contributes 10% of your Basic Pay (as per NPS norms at present) to NPS and you shall also pay similar amount to NPS (which will be deducted from your monthly Salary).

Note: The above retirement benefits are included as a part of your total CTC.



19. Termination / Resignation:

- a. Your appointment can be terminated by the Bank on account of non – performance / non – achievement of targets / non- compliance of terms of appointment order / non-completion of Joining formalities including submitting of all required documents within stipulated time / non-attainment of minimum performance evaluation figures as fixed by the bank by giving you one month's notice or one month's pay in lieu thereof.
- b. Your appointment can be terminated by the Bank without assigning any reason there of by giving you one month's notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean gross salary.
- c. Should you choose to resign from the services of the Bank, you shall provide prior notice of one month (on probation period) / three months (post confirmation) and your relief from the Bank is subject to acceptance of your resignation by the competing authority.
- d. If you choose to resign prior to completion of two years of service, you shall be liable to pay the training charges of Rs.25,000/- (plus applicable taxes) to the Bank.
- e. Once accepted by the Bank, you shall not have any right to withdraw your resignation, unless specifically permitted to do so by the Bank. Also no withdrawal shall be permitted during the last 7 days of notice or after suitable replacement has been identified / recruited.
- f. The Bank reserves the right to terminate your employment summarily without any notice / payment, if it has reasonable ground to believe that you are found to be indulged in acts of commission / omission which may be prejudicial to the interest of the Bank or any act of dishonesty, fraud, misappropriation, disobedience, insubordination or breach of contract or any other misconducts or neglect of duty or incompetence in discharge of duty on your part and / or causing loss to the Bank. In case of such termination on above reasons, bank reserves its right to recover Performance incentive paid that year.
- g. Once an employee tenders resignation, all leave standing to his / her credit shall lapse and he / she shall be entitled only to one Casual Leave per month (Subject to available leave balance) during the notice period
- h. Your services are liable to be terminated without any notice or salary in lieu thereof in the event of your involvement in any serious misconduct, misdemeanor or any offence which may or may not be directly connected with the organization's business. This shall include conviction in criminal case by a competent court of law as well as any act that may be construed to have brought disrepute to the organization or tarnished its image.
- i. If any declaration, statement or information given by you at any time, is found to be false or untrue, or if any material information is suppressed, your services are liable to be terminated forthwith without any notice or compensation in lieu thereof at any time during your service with the Bank.
- j. If it comes to notice that you had been, prior to joining Bank's services, convicted of any act involving moral turpitude, your services will be liable to be terminated forthwith without any notice or compensation in lieu thereof.



- k. Unauthorized Absence - In the event of continuous absence for a period exceeding 10 days or intermittent UAA exceeding 30 days without placing a formal request and obtaining permission from the Competent Authority for the same or overstaying sanctioned leave, the employee shall be deemed to have left and relinquished service automatically, without notice or any further action being required on the part of the Bank. In such situation, the Bank shall have the right to publish information about the employee on account of desertion and to recover all dues from the unpaid salary / terminal benefits payable.

20. Redressal of Grievances:

As the position of Officer requires representation of corporate interest, the remedy for any grievance on terms of contract of employment including termination shall only be monetary compensation to the exclusion of any other relief.

21. Notice to the Bank:

Notices may be given by you to the Bank at its registered office address. Notices may be given by the bank to you at the address intimated by you in the official records.

- 22. Governing Law / Jurisdiction:** Your employment with the Bank is subject to Indian laws. All disputes shall be subject to the jurisdiction of Courts in Chennai only.

23. Other terms and Conditions:

- a. No employee shall share passwords and shall always be duty bound to ensure protection of passwords at all times (even from inadvertent acts such as shoulder surfing).
- b. No employee shall use mobile phone while on duty except for official purposes or in case of any emergency.
- c. All employees shall adhere to a formal dress code and wear the corporate identity card issued by the Bank at all times while on duty.
- d. No employee shall indulge in any act of sexual harassment.
- e. No employee shall compete with the Bank in any manner or avenue whatsoever during the continuation of his services with the Bank.
- f. No employee shall share through any Social media or cause to be shared or pass on to others any document, paper or information which may come into his possession in his official capacity.
- g. No employee shall express any views or thoughts on social media, which may
 - (i) adversely affect or tarnish the image/reputation of his colleagues or the Bank; or
 - (ii) be prejudicial to the interests of the sovereignty and integrity of India, the security of the State, friendly relations with foreign States, public order, decency or morality, or which involves contempt of Court, defamation or incitement to an offence.
- h. No employee shall, except with the previous written sanction of the Competent Authority, ask for or accept contribution to or otherwise associate himself with the raising of any fund or other collection in cash or in kind in pursuance of any objective whatsoever.



BBB N^o 026261

HRD/DIRECT_RECT_BSSE CTC/L1/972/3929/2022

Ms.Nandini T

- i. No employee shall indulge or permit anyone in his immediate family to indulge in any online / offline activity even remotely bordering on the nature of gambling, irrespective of whether it is legal or claimed to be of a recreational nature only. (For eg: online / offline rummy or such other activities involving exchange of virtual / physical money)



24. Service Conditions:

- a. The terms and conditions set-out in this letter of appointment (Referred above) constitute service conditions applicable to your employment in general. The Bank reserves its right to change / modify the terms and conditions of service, including your duties and responsibilities at any time.
- b. All other terms and conditions of your appointment shall be governed by the Bank's policies as stated from time to time.

25. Acceptance of our offer:

You are requested to acknowledge receipt of this Order by signing and forwarding the same to us immediately by return mail, on or before 19/10/2022 , failing which this offer shall cease to be in force. The Bank shall not be responsible for delays of any sort in this regard.

We welcome you, and look forward to your joining us for a long, successful and mutually beneficial Association.



ASSISTANT GENERAL MANAGER

DECLARATION

I,hereby acknowledge the receipt of this order. I confirm that I have read / understood the details referred under Sl.No. 1 – 25 and I agree to the terms and conditions stipulated therein. I shall join duty at youroffice on, failing which I shall have no claims against the Bank in this regard.

PLACE:

DATE:

SIGNATURE

Schedule I - Compensation Details

	Monthly	Annual
Annual CTC Package	25000	3,00,000
CTC Structure	Monthly	Annual
Basic Pay	10,000	1,20,000
Special Allowance	13,292	1,59,500
Monthly Gross (A)	23,292	2,79,500
NPS / DCRBS (Bank Contribution)	1,000	12,000
Annual Medical premium	292	3,500
Gratuity - As per Act (Half month salary per completed year of service)	417	5,000
Total (B)	1,709	20,500
Total CTC (C=A+B) #	25,000	3,00,000

Total CTC is Rupees Three Lakhs only.

In addition to the above CTC, eligible Location allowance shall be paid.

Subject to TDS as per applicable Tax Laws.



BBB N^o 026241



THE KARUR VYSYA BANK LIMITED
HUMAN RESOURCES DEPARTMENT
CENTRAL OFFICE, ERODE ROAD
KARUR – 639001, Tamil Nadu

Ph- 04324 –226520, Extn.269465/67/73/75 Email:recruitment@kvbmail.com
CIN:L65110TN1916PLC001295

HRD/DIRECT_RECT_BSSE CTC/L1/3913/2022

14/10/2022

Ms. Gokula Shree
#109 21st Main 2nd Phase J P Nagar Marenahalli Bangalor,
Bangalore-560078,
Karnataka
E-Mail: gokulashree1999@gmail.com
Mobile: 7022133949
Appl. Id: 174370



SUB: OFFER OF APPOINTMENT

With reference to your application for an appointment in the Bank's Service and subsequent Personal Interview, we are pleased to offer you appointment, governed by the following terms and conditions:

1. Commencement of Employment:

You will be designated as Branch Sales & Service Executive. As part of the joining process, you are advised to report on 02/11/2022 at the below mentioned address for Seven days Residential Induction Training. (Please refer Annexure for further details).

TVS Training and Services

No : 61, Reddy Street, Vanagaram Main Road, Athipattu,
Ambattur Industrial Estate, Chennai-600058.

Your employment will commence from the date of your joining at the training centre.

Post completion of the Induction Training, you are advised to report for duty on 09/11/2022 at our Bangalore - J.P.Nagar Branch. (Address mentioned below)

**The Karur Vysya Bank Ltd,
No.448, 9th Cross, J.P.Nagar, II Phase,
Bangalore - 560078, KA**

This offer is subject to medical fitness. For this, you are advised to submit a satisfactory latest Medical Certificate & relevant reports of your fitness obtained from reputed Corporate Hospitals on your date of reporting at the training venue.



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BBB N^o 026250

HRD/DIRECT_RECT_BSSE_CTC/L1/970/3913/2022

Ms.Gokula Shree

Schedule I - Compensation Details

	Monthly	Annual
Annual CTC Package	25000	3,00,000
CTC Structure	Monthly	Annual
Basic Pay	10,000	1,20,000
Special Allowance	13,292	1,59,500
Monthly Gross (A)	23,292	2,79,500
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Total (B)	1,709	20,500
Total CTC (C=A+B) #	25,000	3,00,000

Total CTC is Rupees Three Lakhs only.

In addition to the above CTC, eligible Location allowance shall be paid.

Subject to TDS as per applicable Tax Laws.



2019-20 batch.

B.Com

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Date: 29-Oct-2022

Ms.Sania Afsan
Employee ID : 010104111
BTM 2nd stage Bangalore



Dear **Sania Afsan**,

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 22-Oct-2022 on the following terms and conditions:

1. Accountability

You will report to the **Senior Director**.

2. Working Hours

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

3. Probation

You will be on Probation for a period of **12 month(s)** with effect from **22-Oct-2022**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.

Signature Not Verified
SUSMITA MALIK
2022.10.29 21:17

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Appointment Letter of 010104111 (Sania Afsan)

Employee ID 010104111

29-Oct-2022

Name Ms.Sania Afsan

Effective Date 22-Oct-2022

Level / Grade : L1G1 Designation : Advisor		Salary Components						
Fixed Components	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	1st Year Per Annum	CTC Per Month (13 to 15 months)	CTC Per Month (16 to 18 months)	CTC Per Month (19 to 24 months)	2nd Year Per Annum	
Basic	6,000	6,000	72,000	6,000	6,000	6,000	72,000	
House Rent Allowance	2,400	2,400	28,800	2,400	2,400	2,400	28,800	
Advance Statutory Bonus	1,206	1,206	14,472	1,206	1,206	1,206	14,472	
Special Allowance	14,834	14,834	178,008	14,834	14,834	14,834	178,008	
Total of Fixed components (I)	24,440	24,440	293,280	24,440	24,440	24,440	293,280	
Benefits								
Provident Fund - Employer's Contribution	1,800	1,800	21,600	1,800	1,800	1,800	21,600	
Medical Insurance	195	195	2,340	195	195	195	2,340	
Life Insurance	50	50	600	50	50	50	600	
Gratuity	289	289	3,468	289	289	289	3,468	
Total of Benefits (II)	2,334	2,334	28,008	2,334	2,334	2,334	28,008	
Variable Components								
Target Shift Allowance	1,760	1,760	21,120	1,760	1,760	1,760	21,120	
Performance Incentive								
ECOP A+	-	1,400	12,600	5,873	7,380	8,318	89,007	
ECOP A	-	1,400	12,600	3,492	4,567	5,130	54,967	
ECOP B	-	1,400	12,600	1,402	1,931	1,976	21,855	
ECOP C	-	-	-	-	-	-	-	
CTC With ECOP A+	28,534	29,934	356,008	34,407	35,914	36,852	432,075	
CTC With ECOP A	28,534	29,934	356,008	32,026	33,101	33,664	397,366	
CTC With ECOP B	28,534	29,934	356,008	29,936	30,465	30,510	364,283	
CTC With ECOP C	28,534	28,534	342,408	28,534	28,534	28,534	342,408	
Approximate Take home With ECOP A+	24,200	25,600		30,073	31,580	32,518		
Approximate Take home With ECOP A	24,200	25,600		27,892	28,767	29,330		
Approximate Take home With ECOP B	24,200	25,600		25,602	26,131	26,176		
Approximate Take home With ECOP C	24,200	24,200		24,200	24,200	24,200		
ESI - Employer's Contribution @ 3.25%								
Broadband Reimbursement (Work From Home)	1,300	1,300	15,600	1,300	1,300	1,300	15,600	
Self To Work (Work From Office)	2,200	2,200	26,400	2,200	2,200	2,200	26,400	
Retention Bonus - Year 1 only - You are eligible for a one time retention bonus of Rs 14,000 paid to you in 2 equal instalments along with 6th and 12th month salary provided you meet all the performance requirements			Rs. 14,000 **					

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.10.29 21:17

Internship Offer

Aruna G

Residing at,
Ichangur Village
Attibele, Anekal
Bangalore 562107
Karnataka, India

Dear Ms. Aruna,

We are pleased to offer you the position of Intern in our company.
Find below the details of your internship.

Position Title: Intern in Merchandiser

Department: Merchandising

Start Date: 12th December 2022

End Date: 31st January 2023

Working Hours: 8 Hours/day & 48 Hours/week.

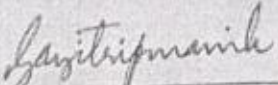
Salary /Stipend: Your salary during internship will be @ Rs.576/Day.

Office Location: Silver Crest clothing Pvt. Ltd. Unit 2, Sarjapura, Bangalore

You are requested to bring the following documents on the day of joining.

1. Original latest educational certificates along with one set of photocopy [Original only for verification & will return back].
2. Photo copy of Aadhar card [Date of birth must be - day/month/year]
3. Photo copy of vote ID card / Driving license/TC/10th mark sheet.
4. Photo copy of Pan Card.
5. Latest pass port size photos - 08nos. [2 stamp size and 6 pp size]
6. Photo copy of saving bank account pass book (any bank).

For Silver Crest Clothing Pvt Ltd


Authorized Signatory
Gayathri H P
GM HR & Admin



- Unit - 1 : Regd office : Plot No. 4E1, 4E2, KIADB Industrial Area, Attibele, Anekal Taluk, Bangalore - 562 107. Ph - 080-30555300/01
 - Unit - 2 : (100% EOU) Survey No. 1/1, Buragunte Village, Sarjapura, Anekal Road, Sarjapura Hobli, Anekal Taluk, Bangalore - 562 125. Ph - 080-30283000/01
 - Unit - 3 : (100% EOU) Survey No. 105-06, Santhehalli Road, Mylandahalli Village, Santhehalli Gram Panchayat, Kasaba Hobli, Malur Taluk, Kolar Dt - 563 130. Ph - 08151-305400/01
 - Unit - 4 : Katha No - 78, Behamban Village, Holur Hobli, Kolar Taluk & District - 563 126
- CIN # U18101KA1993PTC014935

SILVER CREST CLOTHING PVT. LTD.

14-12-2022

Internship Offer

Swetha Rani N

Residing at,
Breen Woods's Apartment
Electronic City Bangalore
Karnataka, India

Dear Ms. Swetha Rani,

We are pleased to offer you the position of Intern in our company.

Find below the details of your internship.

Position Title: Intern in Merchandiser

Department: Merchandising

Start Date: 14th December 2022

End Date: 31st January 2023

Working Hours: 8 Hours/day & 48 Hours/week.

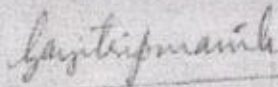
Salary /Stipend: Your salary during internship will be @ Rs.576/Day.

Office Location: Silver Crest clothing Pvt. Ltd. Unit 2, Sarjapura, Bangalore

You are requested to bring the following documents on the day of joining.

7. Original latest educational certificates along with one set of photocopy [Original only for verification & will return back].
8. Photo copy of Aadhar card [Date of birth must be - day/month/year]
9. Photo copy of vote ID card / Driving license/TC/10th mark sheet.
10. Photo copy of Pan Card.
11. Latest pass port size photos – 08nos. [2 stamp size and 6 pp size]
12. Photo copy of saving bank account pass book (any bank).

For Silver Crest Clothing Pvt Ltd



Authorized Signatory
Gayathri H P
GM HR & Admin



- Unit - 1: Regd office, Plot No. 4F-1, 4E2, KIADB Industrial Area, Attibele, Anekal Taluk, Bangalore - 562 107. Ph: 080-30551604/3
- Unit - 2: (100% EOU) Survey No. 171, Baragunte Village, Sarjapura, Anekal Road, Sarjapura Hobli, Anekal Taluk, Bangalore - 562 125. Ph: 080-30283000/01
- Unit - 3: (100% EOU) Survey No. 105-08, Santhehalli Road, Mylandivalli Village, Santhehalli Gram Panchayat, Kasasa Hobli, Malur Taluk, Kolar Dt - 563 130. Ph: 08151-305400/01
- Unit - 4: Katta No - 78, Ballanur Village, Holur Hobli, Kolar Taluk & District - 562 125. CIN# - U15101KAR1993PTC014935

Dear Amogha,

Congratulations !

Further to our Interview Process, we are pleased to offer you the Internship at RSJ Inspection as per the attached Internship Program with the Stipend starting INR 11,000 per month (as per Phase 1B).

Then you will be going to further phases based on your contribution & performance to the company.

You will be placed at our Bangalore office as informed to you earlier & will be reporting to Jiny Rajan.

The joining date to our office is 30th Dec 2022 (Friday).

You are also required to adhere to the company's Code of conduct policy as attached.

Please confirm your acceptance in written email back on or before 26th Dec 2022.

If required any further assistance, feel free to contact me.

info@bestcallcenter.in
+91 97380 10001 / +91 70223 85053
www.bestcallcenter.in

bestcallcenter.in
Customer First . Quality Call . Deliver Business .

Dear Chandana S,

Following your interviews with KAP Call Center Private Limited, we are very happy to make you the following offer subject to acceptable reference checks:

Position : Business Development Executive
Department/Division : Pre-Sales
Starting Salary : 5,000/- INR Per Month (Part Time : 4 Pm To Pm)
Joining Date : 23/05/2022
Probation : 6 Months from joining date

Acceptance and Commencement

Your appointment will be effective from your joining date, **23-05-2022**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance to this offer within 3 days of issuing this offer, then this offer will be withdrawn.

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

Respond via email to info@kapsystem.com to communicate acceptance of the offer and to confirm your joining date. Please note that if you do not send your acceptance to the email id, you will not be allowed to join on the joining date specified above.

Any change of joining date must be sent to parveen@kapsystem.com at least 3 days prior to your original joining date.

A detailed **appointment letter** that highlights the terms and conditions of the employment and remuneration details will be issued to you on or after your date of joining.

On the date of joining please submit all the document which was mentioned while **Joining**.

We believe that your skills and experience are particularly well suited to the work environment at **KAP Call Center Private Limited**.

We all look forward to working with you and should you have any questions or concerns please contact our recruitment centre.

Best Wishes,

PARVEEN B PINJAR

CHIEF OPERATING OFFICER



KAP Call Center Pvt. Ltd.,

No. 25, S V Arcade, 1st Floor, South End Road, Javanagar 9th Block, Above Reliance Trends, Bangalore - 560069

Dear Yashaswini D:

With reference to your application and subsequent interview, we have the pleasure in appointing you as an employee of PRO Unlimited India Private Limited (the "Company"), for the purpose of working on assignment at VMware India Pvt Ltd (the "Client") as per the terms and conditions of this letter ("Agreement"). You shall serve as Associate, Deal Management.

1.0 EFFECTIVE DATE

This Agreement is effective from 16/11/2022 ("Effective Date") and shall continue until terminated pursuant to the provisions of this Agreement.

2.0 DUTIES AND RESPONSIBILITIES

Your duties and responsibilities shall be as assigned to you by the Company in consultation with the Client from time to time. Your designation as well as your duties and responsibilities are liable to be changed at the discretion of the Management of the Company in consultation with the Client.

You shall use the best of efforts to promote, develop and extend the business of the Company and the Client as well as conform and comply with the directions and regulations of the Company and the Client at all times, and in all respects.

You shall not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company without obtaining the prior written permission of the Company in this regard. You shall have no authority, implied or otherwise, to pledge the credit of the Company. In the event the Company is held liable for any damage, loss, claim or action arising directly or indirectly from any action by you in violation of this clause, you shall indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.

Page 2 of 10

3.0 WORKING HOURS

You shall work the number of hours and days per working week as specified in Exhibit A attached hereto. If necessary, you shall work such additional hours as may be necessary for you to perform your duties effectively and otherwise in accordance with the Company's policies pertaining to the same.

4.0 TIME SHEETS

You shall enter your time in the Client's vendor management system (VMS) on a daily basis. All time for each month must be entered into the VMS no later than the last day of that month to ensure timely payroll processing.



ASHWATHI_477...

**✖ multiplier**

APPOINTMENT LETTER SALES STAFF Document No: R-HR-35	Revision No. : 000	Revision Date:	Page 1 / 4
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20th September, 2022
MS. ASHWATHI S
 AADITYA NAGAR, BANGALORE,
 BANGALOREKARNATAKA-560062

LETTER OF FIXED TERM APPOINTMENTDear **Ashwathi**,

We are pleased to appoint you in the position of **ASSOCIATE SITE MERCHANTISER** with **MULTIPLIER BRAND SOLUTIONS PVT. LTD** for our project with **AMAZON SELLER**.

Terms of Employment

1. Your appointment as **ASSOCIATE SITE MERCHANTISER** shall commence on 20th September, 2022 for a fixed term basis for a specific period from 20th September, 2022 to 30th April, 2023.
2. As **ASSOCIATE SITE MERCHANTISER**, you shall be entitled to emoluments as stated in Annexure - 1. Your appointment is purely contractual and will automatically come to an end on the expiry of the specified period and no notice or notice pay or retrenchment compensation will be payable by to you by the Management. You shall not have any right or a lien on the job held by you and you shall not claim regular employment even if there is such a vacancy for the post held by you.
3. Your present place of work shall be at **BANGALORE**, but during the course of the service, you shall be liable to be posted / transferred anywhere to serve any of the Company's units/ divisions/ departments/ projects or any associated companies, business or technical collaborations or any other establishments in India or outside, at the sole discretion of the Management, without any extra compensation thereof.
4. Regular performance review will be conducted to assess your performance and suitability. If your services are found not meeting with the standard as required by the organization, the Company shall terminate your services by giving 30 days' notice. Contractually you are also entitled to terminate your agreement with the Company by giving 30 days' notice if you find your job is not up to your expectation. As per the Govt guidelines, in case of notice pay recovery 18% GST is applicable on total amount of recovery.
5. Your appointment shall also be liable to be terminated earlier than the stipulated period of time as mentioned above in case our Client with whom the Company has entered into an agreement terminates the said agreement due to any reason whatsoever before the stipulated period of time and you shall not be paid anything extra except 15 days notice or salary. No compensation or remaining wages shall be payable for the unexpired fixed period of your contractual appointment.



info@bestcallcenter.in
+91 97380 10001 / +91 70223 85053
www.bestcallcenter.in

bestcallcenter.in
Customer First . Quality Call . Deliver Business .

Dear **Keerthi Shekappa Kurtti,**

Following your interviews with **KAP Call Center Private Limited**, we are very happy to make you the following offer subject to acceptable reference checks:

Position : **Business Development Executive**
Department/Division : Pre-Sales
Starting Salary : **5,000/- INR Per Month** (Part Time : 4 Pm To Pm)
Joining Date : 30/05/2022
Probation : 6 Months from joining date

Acceptance and Commencement

Your appointment will be effective from your joining date, **30-05-2022**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance to this offer within 3 days of issuing this offer, then this offer will be withdrawn.

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

Respond via email to info@kapsystem.com to communicate acceptance of the offer and to confirm your joining date. Please note that if you do not send your acceptance to the email id, you will not be allowed to join on the joining date specified above.

Any change of joining date must be sent to parveen@kapsystem.com at least 3 days prior to your original joining date.

A detailed **appointment letter** that highlights the terms and conditions of the employment and remuneration details will be issued to you on or after your date of joining.

On the date of joining please submit all the document which was mentioned while **Joining**.

We believe that your skills and experience are particularly well suited to the work environment at **KAP Call Center Private Limited**.

We all look forward to working with you and should you have any questions or concerns please contact our recruitment centre.

Best Wishes,

PARVEEN B PINJAR

CHIEF OPERATING OFFICER



KAP Call Center Pvt. Ltd.,

No. 25, S V Arcade, 1st Floor, South End Road, Jayanagar 9th Block, Above Reliance Trends, Bangalore -- 560069.

Private & Confidential

Preetha K,

**Jp nagar,
Bangalore,
560078,**

26/07/2021

Dear Preetha,

Appointment for the position of Contact Centre Associate 45

We are delighted to appoint you for the position of Contact Centre Associate_45 with Webhelp India Pvt. Ltd., (the "Company" and hereby referred to as Webhelp India) on the terms and conditions specified below.

The terms and condition set forth below supersede and cancel all prior verbal and written negotiations, agreements and commitments that may exist.

Attached to this letter you will find a statement that sets out the main particulars of the Terms & Conditions of Employment between you and the Company including those particulars which the Company is required to give you by law.

Please signify your acceptance of this position on these Terms and Conditions of Employment by signing and returning the enclosed duplicate copy of this document, retaining the original for your information. Please return this to the Webhelp recruitment team at recruitmentindia@uk.webhelp.com within 5 days of the date of this document.

May we take this opportunity to welcome you to Webhelp India.

Yours sincerely,

Rhonda Lloyd

People Director - Recruitment & New Business Proposition

On Behalf of Webhelp

R. Lloyd.

Letter of Contract India_Operations	IHRF06	V2.3	Official Use Only	15.12.14	31.11.2020
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Salary Annexure		
Name : Preetha K	Designation - Contact Centre Associate_45	
Department - Operations	Band - JF1 - Advisors (D1 - CCA, DTL, AC Trainer)	
Date of Joining - 26/07/2021	Location - India Bangalore	
Fixed Components	Per Month	Per Annum
Basic	15000	180000.00
Special Allowance		
House Rent Allowance	7500	90000
Bonus Allowance (Guaranteed)	3000	36000
Management Allowance	1333.33	16000
Sub-Total	26833.33	322000
Flexi Component	Per Month	Per Annum
Flexi Reimbursement	0.0	0
Leave Travel Allowance	0.0	0
Sub-Total	0.0	0
Fixed Gross	26833.33	322000
Retiral Benefits	Per Month	Per Annum
Employer's Contribution to PF (EPF)	1800	21600
Gratuity	721.17	8654
Sub-Total	2521.17	30254
Corporate / Performance Bonus		Per Annum
Corporate / Performance Linked Bonus		0
Cost to the Company	29354.5	352254
Important Information		
*Transport will be provided for all eligible employees as per company travel policy		
**Gratuity shall be payable as per The Payment of Gratuity Act, 1972		
***Medical, Accidental & Life Insurance will be provided for all eligible employees as per company insurance policy		
****Corporate Bonus is paid as per Company Corporate Bonus Policy		

Letter of Contract India_Operations	IHRF06	V2.3	Official Use Only	15.12.14	12.11.2020
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Offer Letter

1 message

Tue, 6 Dec 2022 at 3:09 pm

Ruhana <Ruhana@greettech.com>
To: pavangn1223@gmail.com

Dear Pavan GN,

Congratulations Pavan GN on being selected for the role of Accounts Process Executive with us!

As per our discussion, you have to report to our office on 7th of Nov 2022 at 10 AM to the below mentioned address:

Greet Technologies Pvt Ltd, 327-328, 6th Sector, 5th Main Service Road, HSR Layout, Bengaluru, 560102. Google Location map link - <https://maps.app.goo.gl/Y1jbsF7uuMaqL4M66>

You will be eligible for a fixed salary package of INR 2,03,400 P/A.

The detailed Terms and Conditions of your appointment shall be issued to you subsequently along with the Appointment Letter after your joining with us.

At the time of joining, you are required to submit the copies of below mentioned documents.

Educational (10th, 12th, BCom & Mcom) Mark sheets, Graduation provisional / degree Certificates

PAN

Aadhar

4 passport size photos

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof, we retain the right to review our offer of employment or salary negotiated.

We look forward to having you on-board and wish you a rewarding career with us.

Thanks & Regards

Ruhana Shamail N

HR Executive

Greet Technologies Pvt Ltd

Mob: +91-8073675428

Landline: 080-2254 3000

Ext: 4027

Selected candidates

2 messages

Rashmi A <rashmi@rhea.co.in>
To: placementvetfgc@gmail.com

30 September 2022 at 12:29

Hi

We finalised candidates that Ravi and Gireesh are selected in the interview, so they immediately they can join from tomorrow or from Monday, or they can join from after the festival that is on 6th, if they are willing to join. Last day of joining date is 10/10/2022

Please confirm me that is joining or not

Thank you

--

Thanks & Regards,

Rashmi A

Admin Executive



website: rhea.co.in

VET FGC Placement <placementvetfgc@gmail.com>
To: Rashmi A <rashmi@rhea.co.in>

30 September 2022 at 14:24

Yes, I confirm.

[Quoted text hidden]

Offer Letter

Dear Likhitha Chinni,

We are delighted to offer you the position of **Junior Software Engineer** with **Apar Peopleworld Software Services Pvt. Ltd**, deputed at **Metric Stream, Bangalore**. This offer letter is subject to satisfactory reference check. Your tentative joining date will be on or before **20th June, 2022**.

1. Compensation & Benefits:

As discussed, and agreed your Total Cost to Company is **INR 4,00,000** per annum (**Rupees Four Lakhs Only**). Your salary breakup is mentioned in the 'Annexure A' enclosed. Insurance cover will begin after the insurance company accepts and processes all the information provided by you after joining. All Compensation & Benefits entitlements are subject to company policy that may be changed from time to time and are subject to Income Tax provisions.

Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills specific background and professional merit. This information and any changes made therein should be treated as personal and confidential and should not be shared with anyone.

In addition to the components mentioned in the Annexure "A", you are entitled to opt for Voluntary Provident Fund. The VPF is the voluntary contribution by employees towards the provident fund account over and above the 12 per cent contribution towards EPF. The maximum contribution allowed under VPF is up to 100 per cent of the basic salary. Unlike for EPF, the employers are under no obligation to contribute to their employees' VPF.

2. Commencement of Employment:

Your contract duration will be valid subject to your satisfactory performance communicated by the client. Your services will cease to exist in case :-

- (a) Termination due to performance issues, integrity, compromise on work ethics or any other related matter, as communicated by the client.
- (b) The concerned assignment for which you are working / hired for put on hold or any other related reason as communicated to us by the client or if you resign, In such cases wherein services cease to exist, both parties are at liberty to terminate services by giving **30 days'** notice or a mutually agreed notice period, will be applicable from the date of joining.
- (c) Your services may be terminated at the discretion of the management, with or without assigning any reason. In case your services are terminated on account of non-performance or commission of any misconduct by you, the employer is entitled to terminate your service without any compensation or notice thereof.

3. Non-Compete & Non- Solicitation:

During the employment with Apar Peopleworld Software services Pvt. Ltd., you shall not accept any employment of any form or offer services, directly or indirectly, shall not engage in any other

commercial business or pursuit, part time or otherwise, and shall not undertake part-time or full-time assignment or work on advisory capacity for any other person and/or concern either on your accord or as an agent except with prior consent in writing from the management. You hereby acknowledge that you will compensate Apar Peopleworld with a months' salary if you are in breach of this condition.

4. Work Schedule:

- (a) **Shift:** You shall have no objection to work on shift / staggered duty in case business warrants that. Please note that it is management's prerogative to decide which member will work on shift and management's decision in this regard will be final. The Company operates Twenty-Four hours a day and Seven days a week. You will be expected to attend office as assigned by your Reporting Manager.
- (b) **Hours of Work:** Your hours of work will be as per business/client requirement.
- (c) **Holidays:** Will be applicable as per company/client leave policy.

5. Confidentiality:

You shall undertake and agree that you shall not disclose to any unauthorized person or misuse any information including financial information processes, data, concepts, ideas, strategies, analysis, surveys and or proprietary or client information relating to past, present or anticipated business of the company disclosed to you by the company or which becomes known to you in the course of your employment.

Annexure A:

CTC BREAKUP		
Salary Details	Per Month	Per Annum
Basic (50% of CTC)	16,667	2,00,000
HRA (40% of Basic)	6,667	80,000
LTA	1,667	20,000
Internet/Telephone Bill	1,000	12,000
Car Perquisite	2,400	28,800
Special Allowance	3,133	37,600
Gross Earnings	31,533	3,78,400
Cost incurred by the Co. towards		
Employer PF	1,800	21,600
CTC	33,333	4,00,000
Monthly Take-Home calculation, subject to TDS		
Employee PF	1,800	21,600
PT	200	2,400
Insurance	400	4,800
Take Home salary subject to TDS	29,133	3,49,600



17-Dec-2021

Reethu R
Bangalore

Reg: Offer of employment

Dear Reethu,

We are pleased to offer you the position of **Provider Data Mgmt Spec I** at **Legato Health Technologies LLP** and your work location will be **Bangalore - Bagmane Solarium**. Meanwhile your temporary work location will be **Bangalore - RGA** till your actual work location is operational. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR.230,000/- (Two Lakh Thirty Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon (i) your acceptance of the same within 3 business days; (ii) on confirmation that you are legally authorized and available to work in your position at the agreed location on your start date of **27-Dec-2021** and at all times thereafter, (iii) the successful verification of your background information; and (iv) you reporting to Legato on the Date of Joining. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you, including in case of any failure by you to comply with all conditions mentioned in this offer letter.

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

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

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

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Reethu R
Date:

Legato Health Technologies LLP | www.legatohealth.com

Bengaluru:

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

RGA Tech Park, Floor 8-11, Block-4, Chikkakannelli Village, Sarjapur Main Road, Bengaluru, Karnataka- 560035 | GSTIN: 29AAHFL3010G2ZL

Hyderabad:

Floors 8-9 of T1 and Floors 8-10 of T2, Laxmi Infobahn, Kokapet Village, Gandipet Mandal, Ranga Reddy Dist., Telangana - 500075 | Ph: 040-6817-0000 | GSTIN: 36AAHFL3010G1ZR

Floors 4-6 of T9, Laxmi Infobahn, Kokapet Village, Gandipet Mandal, Ranga Reddy, Telangana - 500075 | GSTIN: 36AAHFL3010G1ZR

LLPIN: AAL-0928 | PAN: AAHFL3010G

Annexure – A

Associate Name: Reethu R		
Designation: Provider Data Mgmt Spec I		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	15,143	1,262
Gross Salary	201,143	16,762
Employer's contribution to PF	22,320	1,860
ESI	6,537	545
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	230,000	19,167

Note:

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

Sincerely,

Mosur K Saisekar
 Country Head
 Legato Health Technologies LLP

Reethu R
 Date:

Legato Health Technologies LLP | www.legatohealth.com

Bengaluru:

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

RGA Tech Park, Floor 8-11, Block-4, Chikkakannelli Village, Sarjapur Main Road, Bengaluru, Karnataka- 560035 | GSTIN: 29AAHFL3010G2ZL

Hyderabad:

Floors 8-9 of T1 and Floors 8-10 of T2, Laxmi Infobahn, Kokapet Village, Gandipet Mandal, Range Reddy Dist., Telangana - 500075 | Ph: 040-6817-0000 | GSTIN: 36AAHFL3010G12R

Floors 4-6 of T9, Laxmi Infobahn, Kokapet Village, Gandipet Mandal, Range Reddy, Telangana - 500075 | GSTIN: 36AAHFL3010G12R

LLPIN: AAL-092B | PAN: AAHFL3010G



No.VETP/APPT/22-23

Date : 02-11-2022

APPOINTMENT ORDER

Miss. P.J.Sowmya Krishna Priya Dip.ADFT, B.Sc-FAD is appointed as Lecturer in ADFT(on probationary basis) with effect from 02nd Nov 2022 on a consolidated salary of Rs.15,000/- (Rupees Fifteen Thousand only)per month.

She must submit all the original documents at the time of reporting for duty. She should report to the principal from 02-11-2022 as per allotted timings. She is responsible for completion of portions, conducting of Test, finalization of I.A marks in allotted subjects.

[Signature]
PRINCIPAL / DIRECTOR
Principal
VET BVL POLYTECHNIC
P. J. P. Nagar, Bangalore 78

To,

Miss. P.J.Sowmya Krishna Priya Dip.ADFT, B.Sc-FAD
Lecturer in ADFT

2019-20 batch
BBA



Date: 1st April 2022

Name: GANESH CHARI K .

Dear GANESH,

Subsequent to your discussions with us, we are pleased to engage your services for a period of Six months as a HR in Operations Function at Hyderabad for specific assignment.

The terms and conditions of our contract are as follows.

- ⬇ This contract is valid for 6 months effective from 1st April 2022 to 31st August 2022 extended on mutual discussion after completion of this contract taking in to account the completion of assignment.
- ⬇ During this period, you will be paid a monthly amount of Rs. 20000/- (Twenty Thousand Rupees only). This will be subjected to tax deductions as applicable.
- ⬇ During your contract period, you will be privy to sensitive and commercially valuable information concerning the company and company's business. Such information is deemed to be the property of the company, and must not be disclosed during or after this contract employment to any third party without prior written consent of the company. Hereby, you undertake to indemnify the company and its affiliates from any loss or damage arising from any breach of this undertaking.
- ⬇ You will abide by the **QUEST CODE OF CONDUCT** and in the event of any misconduct on your part, including but not limited to absenting yourself without prior sanctioned absence or harassment (sexual or otherwise) meted out to any other employee, the company may terminate your engagement without assigning any reason whatsoever.
- ⬇ Please note that furnishing of false information or suppressing any facts is a disqualification for engagement with this Company. Should such an act come to our notice at any time

Dey

during the period of your engagement in the company, your retainer ship will be liable to be terminated forthwith.



- ↓ The above-mentioned does not purport to be exhaustive of engagement terms. You will be governed by the rules and regulations laid by the company from time to time. Therefore mentioned terms and other rules & regulations shall remain current and binding until you are separated from the Company.
- ↓ During the engagement period both parties can terminate the contract by giving 7 Days advance notice in writing to the other Party.

Your Last working day would be 31st August 2022, unless extended upon mutual discussions and agreed by both the parties.

- ↓ Any other benefits provided to you would be as per the company requirement with approvals from the supervisors. The entitlement would be equivalent to grade "1T"
- ↓ This overrides all verbal commitments made. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter. Should there be any dispute with regard to the terms stipulated herein, the same shall be resolved in accordance with the laws of India and any dispute/ reference to this shall be dealt at Hyderabad (Telangana) under the exclusive jurisdiction of the Courts of India.

Some key result areas (KRAs) that you will be required to achieve will be communicated to you. Your KRAs will be mutually agreed upon and evaluated on a regular basis.

Looking forward to a mutually beneficial association. Welcome once again

and wishing you the best times ahead!!! **For Conneqt Business**

Solutions Ltd.,

A handwritten signature in black ink, appearing to read 'Tony Jacob Joseph'.

Tony Jacob Joseph
Associate Vice President – HR

ISFL/E3/Nov/22/OL/11384

Date: 26/11/2022

Mr. Prem Kumar
No 31,1st Floor,Nayak Layout 9th main
BK Circle JP Nagar 8th phase Bangalore-560078

Sub: Offer and Appointment Letter

Dear Prem Kumar,

With reference to your discussions with us, we are pleased to offer you employment with **IIFL Samasta Finance Limited** for the position of “**Executive**” in the **IT Infra & Infosec** Department. As per our internal Organization Structure, you will be designated as **Executive** in the Grade of **E3** and will be based at our “**Head Office**”. You will be notified about the person you will be reporting and the location of your posting after successful completion of your training. The reporting lines and location are subject to change depending on business requirements. Besides what the designation connotes, your job and duties shall include any other task or responsibility as is felt suitable by the management and is assigned to you from time to time. The terms and conditions of your employment will be the following:

1. REMUNERATION:

Your total remuneration package or Cost to Company(CTC) is **Rs.318360/-** and consists of the following:

- i. **Annual Gross Salary:** Your total annual gross salary will be **Rs.264000/-** per annum.
- ii. **Benefits:** You are eligible for benefit programs such as gratuity, provident fund, group medical insurance for employee/family and Personal accident insurance for the employee.

The detailed break-up of your CTC is provided in the Annexure A.

2. PLACE OF WORK:

Your work-place will be presently based at our **Head Office**. Your appointment is governed by the rules and regulations applicable to the other employees of your category. At the discretion of the company, you may be posted or transferred to any office/branch/location or any of our associate companies at any time in any part of India and abroad, either presently existing or as may come in existence in future.

3. DATE OF JOINING:

Your tentative date of joining the company's service and commencement of employment is **28-Nov-2022**, but can change based on our mutual consent.

Page 1 of 5

Annexure A:

NAME		
Prem Kumar		
DESIGNATION		
Executive		
Earnings Head	Amount per Month in INR	Amount per Annum in INR
<i>Basic</i>	11000	132000
<i>House Rent Allowance(HRA)</i>	4400	52800
<i>Conveyance</i>	1600	19200
<i>Other allowance</i>	5000	60000
Total Gross Salary	22000	264000
OTHER BENEFITS - Employer Contribution		
<i>Provident Fund (PF)</i>	1800	21600
<i>Employee State Insurance (ESI)3.25%</i>	0	0
<i>Gratuity</i>	530	6360
<i>*Statutory bonus / Performance Bonus**</i>	2200	26400
Total Cost to Company	26530	318360

Total deductions		
EMPLOYEE CONTRIBUTION		
<i>Provident Fund (PF)</i>	1800	21600
<i>Employee State Insurance (ESI)0.75%</i>	0	0
<i>Total deductions</i>	1800	21600
Net Salary**	20200	242400

* Statutory bonus is paid as per Payment of Bonus Act 1965 and is part of the Performance Bonus/Performance Incentive component.

** Performance Bonus component is an indicative figure at 100% payout. The actual bonus payout may vary and will be based on company performance and individual performance for that fiscal year. This is disbursed annually. The Performance Bonus will be paid only to active employees in the system.

Notes:

1. Professional Taxes will be deducted if applicable
2. TDS will be as applicable
3. Gratuity - Eligible for after completion of 5years

November 26, 2021

HRD/2T/1002934197/21-22

Mr. Pankaj Kumar B
Lake City 1St Main Kodickkanahailli
Billekhalli Main Road Near Anjnaya Temple
Bangalore-560076
India

Ph: +91-7348936673

Dear Pankaj,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO

EVP and Head Human Resources - Infosys Limited

Signature Not Verified


Digitally signed by Richard Lobo
Date: 2021.11.26 13:48:08 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Pankaj Kumar B			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
MONTHLY GROSS SALARY				16,162
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
FIXED GROSS SALARY (1+2+3)				18,581
TOTAL GROSS SALARY				18,581
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				

2019-20 batch
BGM


Letter No.: ICS/CO/HR/S/2022/7000

ANNUX-B

Date: 17/11/2022

To,

Mr/Ms.

Dear MADHU. M .,

Sub : Your compensation for the year 2022-2023.

We are pleased to inform you that you have been appointed as ' Office Executive - Admin 'and effective 21/11/2022 the following changes will be effected in your Salary and allowances payable to you based on your performance and as per ICS Guidelines and terms and conditions.

Category : Permanent	
Designation: Office Executive - Admin	Grade: D-2
Validity: 3 Month	

Description	Monthly	Annual	Remarks
Basic Salary:	7366	88392	
House Rent Allowance	449	5388	
DA	1621	19447	
Medical Allowance	1648	19776	
Children Education Allowance/ Professional Development Allowance	1645	19740	
Dress Allowance	1645	19740	
Travel	1645	19740	
Bonus	749	8988	
Gratuaity	432	5184	
PF (Employee)	1078	12936	
ESIC (Employee)	138	1656	
Ex-gratia	0	0	
Salary	18416	220992	
Other Benefits :			
Insurance (Approx.)	200	2400	
ESIC	599	7188	
P. F. Employer Contribution	1078	12936	Note 3
Gross CTC	20383	244596	
Notes	Note number 1-5 is applicable only if mentioned in remarks column		
	3. Provision for incentive on management discretion		
	4. Paid subject to fulfillment of performance criteria as per WI/A/26		
	6. No Compensatory off applicable whether invocable or non invocable for working on a holiday.		

7. Pro-rata emolument - Your monthly emolument will be calculated on pro-rata basis, means your salary will be calculated according to what proportion of assigned target you achieve during the month. e.g. 100% target achieved = 100% emolument / 50% target achieved = 50% emolument.

8. Gratuity : Shall be paid on monthly basis or retained as per management discretion in case paid monthly and if the employee leaves before 5 years from the date of joining, shall be deducted and or paid back by the employee if paid monthly

9. Bonus : Shall be paid on monthly basis or retained as per management discretion in case paid monthly and if the employee leaves before 1 years from the date of joining, shall be deducted and or paid back by the employee if paid month.

10. Your Professional Fees or contract fee is subject to TDS deduction as per prevailing rates.

11. Traveling beyond 50 kms for Inspection / Audit / Marketing / Office purpose will be reimbursed at actual.

11.1 Local Travel Expenses per Month (Residence to Office) is Included in CTC.

12. Your services are liable to be transferred in such capacity that management may determine to any other department / branch under the same management or same principles.

13. In such cases, you will be governed by the terms & conditions of service applicable.

14. You will be liable to be deputed to such branches / projects for periods as may be decided by the management from time to time.

15. If applicable, all expenses shall be uploaded online and original copies to be submitted to Finance for approval and reimbursement along monthly time sheet.

16. No compensatory off is applicable in case of working on Sunday.

17. Neither contractor can claim nor ICS shall pay any type of fee during Natural Force Majeure period.

18. Any medical cost if occurs for treatment of COVID-19 or reimbursements of any medical bills or any related liabilities, if infected or have any of the COVID-19 signs after Joining/Reporting Field / Site / office premises will be bared by individual employee only.

19. Notice Period for Separation : If an individual decides to serve resignation from their employment with the company, the employee / sub-contractor may do so by giving one-month notice in writing, he/she shall serve the Company for the entire one month's notice period and if he / she quits the employment or remains absent from duty during the said one month's period of notice or any part thereof, the employee /sub-contractor will not only forfeit/deduct his/her salary for the period of absence, but shall also be liable to pay the Company a sum equivalent to one month's salary or part thereof.

We thank you for your contribution towards the growth and development of the organisation and trust you will continue the same with more zeal and enthusiasm.

We wish you all the best and a bright future

Thanks and regards,

Dr. Sundar Kataria
Chairman & Managing Director

Lets Work Towards Brand Quality to Become A World Class Certification Body.



+91 6360 928 639 ~Ambily Pradeep
today at 4:48 PM



BSc FAD

Dazzles

4th of November 2022

Sub: "Offer Letter"

Dear Sonu A ,

Subsequent to your successful interview with Dazzles, we are pleased to offer you the position as a "Junior Stylist" in our organization.

We would appreciate it if you could join us on 07.11.2022 and the salary will be 24, 500 per month.

Congratulations on your appointment and welcome to Dazzles. We look forward to years of Fruitful cooperation and success.

We wish you all the best for your new position. Please sign and return a duplicate copy of this letter as proof of your acceptance of this position.

To,
The Principal,
Aryabharathi First Grade College,
H. M. Gangadharaiah Road,
Saraswathipuram,
Tumakuru - 572 105.

Sir,

Sub: Reporting for Duty - Reg.,

With reference to the above subject, I Mr./Ms. Sri Lakshmi M.R
is reporting for duty as a Lecturer in the Department of
BSc (FAD), on November-03 Thursday day, FN.

In this connection, I have been informed that as per your esteemed institution's existing Rules & Norms, I am not supposed to quit/leave the post in the middle of one full Academic year or during middle of the Semester. I also know that I have to work at least up to 30th April, 2023 (i.e., till the end of current Academic year). In case, due to unavoidable circumstances, if I have to leave in the middle of the said period, I promise you that I will give minimum one month notice to the Institution. So that, your kindself can make alternate arrangements to avoid any inconvenience. While reporting for duty, I am told that I will be relieved of my said duties during vacation in the Probationary Period of first two years. I know the working hours is between 9.00 AM & 5.00 PM on all working days except Saturday wherein the working hours is between 9.00 AM & 2.00 PM.

I assure you that I will abide by all the Rules & Regulations of your esteemed institution.

Thanking you,

Date : 03/11/2022
Place: Tumkur.

Yours faithfully,
Sri Lakshmi M.R
Signature with Name
(Sri Lakshmi M.R)

Present Communication Address:

Melekatte main
road Tumkur

Ph: Landline: _____
Mobile : 8553138256

2020-21 batch.
LLE BSc FAD

Fwd:

1 message

Gowri Hebbar <7gowrih@gmail.com>

Sat, Jan 28, 2023 at 9:30 AM

To: Murali J <jmurali.fly@gmail.com>

----- Forwarded message -----

From: **Gowri Hebbar** <7gowrih@gmail.com>

Date: Thu, Dec 15, 2022, 9:37 PM

Subject: Re:

To: Santhosh Kumar <santhoshkumar23867@gmail.com>

Thank you for your mail

On Thu, Dec 15, 2022, 9:10 PM Santhosh Kumar <santhoshkumar23867@gmail.com> wrote:

I am santhosh kumar hg. I was joined to med ples company R R nagar 60 feet road. In the date of 28/11/2022. In this company my monthly salary is 20,000.

[24]7.ai

2019-20 batch
B.Com.

Date: 29-Oct-2022

Ms. Manpreet Bedi
Employee ID 010104694
114, Giridhama Layout Rajarajeshwari Nagar
Bangalore



Dear **Manpreet Bedi**,

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 22-Oct-2022 on the following terms and conditions:

1. Accountability

You will report to the **Senior Director**.

2. Working Hours

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

3. Probation

You will be on Probation for a period of **12 month(s)** with effect from **22-Oct-2022**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.

Signature valid
SUSMITA MALIK
2022.10.29 21:17

[24]7.ai

Appointment Letter of 010104694 (Manpreet Bedi)

Employee ID 10104694

29-Oct-2022

Name s.Manpreet Bedi

Effective Date 22-Oct-2022

Level / Grade : L1G1
Designation : Advisor

Fixed Components	Salary Components						2nd Year Per Annum
	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	1st Year Per Annum	CTC Per Month (13 to 15 months)	CTC Per Month (16 to 18 months)	CTC Per Month (19 to 24 months)	
Basic	6,000	6,000	72,000	6,000	6,000	6,000	72,000
House Rent Allowance	2,400	2,400	28,800	2,400	2,400	2,400	28,800
Advance Statutory Bonus	1,206	1,206	14,472	1,206	1,206	1,206	14,472
Special Allowance	14,834	14,834	178,008	14,834	14,834	14,834	178,008
Total of Fixed components (f)	24,440	24,440	293,280	24,440	24,440	24,440	293,280
Benefits							
Provident Fund - Employer's Contribution	1,800	1,800	21,600	1,800	1,800	1,800	21,600
Medical Insurance	195	195	2,340	195	195	195	2,340
Life Insurance	50	50	600	50	50	50	600
Gratuity	289	289	3,468	289	289	289	3,468
Total of Benefits(ii)	2,334	2,334	28,008	2,334	2,334	2,334	28,008
Variable Components							
Target Shift Allowance	1,760	1,760	21,120	1,760	1,760	1,760	21,120
Performance Incentive							
ECOP A+	-	1,400	12,600	5,873	7,380	8,318	89,667
ECOP A	-	1,400	12,600	3,492	4,567	5,130	54,957
ECOP B	-	1,400	12,600	1,402	1,931	1,976	21,855
ECOP C	-	-	-	-	-	-	-
CTC With ECOP A+	28,534	29,934	355,008	34,407	36,914	36,862	432,075
CTC With ECOP A	28,534	29,934	355,008	32,026	33,101	33,664	387,265
CTC With ECOP B	28,534	29,934	355,008	29,936	30,466	30,510	354,263
CTC With ECOP C	28,534	28,534	342,408	28,534	28,534	28,534	342,408
Approximate Take home With ECOP A+	24,200	25,600		30,073	31,580	32,518	
Approximate Take home With ECOP A	24,200	25,600		27,692	28,767	29,330	
Approximate Take home With ECOP B	24,200	25,600		25,602	26,131	26,176	
Approximate Take home With ECOP C	24,200	24,200		24,200	24,200	24,200	
ESI - Employer's Contribution @ 3.25%							
Broadband Reimbursement (Work From Home)	1,300	1,300	15,600	1,300	1,300	1,300	15,600
Self To Work (Work From Office)	2,200	2,200	26,400	2,200	2,200	2,200	26,400
Retention Bonus - Year 1 only - You are eligible for a one time retention bonus of Rs 14,000 paid to you in 2 equal instalments along with 6th and 12th month salary provided you meet all the performance requirements			Rs. 14,000 --				

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature valid
SUSMITA MALIK
2022.10.29 21:17

Date:04-08-2021 Employee Code :H29736

Name :**POOJA H T**
Location :**BANGALORE**

LETTER OF EMPLOYMENT

Dear POOJA H T

We are pleased to offer you an employment in our organization Adecco India Pvt. Ltd., as **Documentary Trade Operator** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **29-07-2021** to **28-03-2022**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
2. You shall report to work on **29-07-2021** at 9.00 a.m. at **DBOI Global Services Private Limited, BANGALORE**.
3. Details of your salary break up with components are as per the enclosure attached herewith.
4. This contract shall be terminable by either party giving **30 day's** notice in writing or salary in lieu of notice, to the other party.
5. You will, with effect from **29-07-2021** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.
6. You will be governed by the policies of the client's organization with respect to leaves and holidays.
7. These terms and conditions would be deemed accepted /acknowledged in case we do not receive your response within 15 days from the date of issue of this letter.

In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amount due, if any, shall be credited to your savings bank account.

Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Adecco India Pvt. Ltd.



Arun Soman
Sr. Manager - SSC



Simi Chacko
Asst. Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Standard Terms of Employment I
hereby accept the above-mentioned terms and conditions.

Name: Pooja H T
Signature:



Date: 04/08/2021

COMPENSATION SHEET

Employee Code: H29736
Name : POOJA H T
Designation : Documentary Trade Operator

Compensation	Rs. Per Month
BASIC SALARY	14042.00
HOUSE RENT ALLOWANCE	1294.00
MEDICAL ALLOWANCE	1250.00
CONVEYANCE ALLOWANCE	1600.00
EDUCATION ALLOWANCE	1200.00
GROSS (SUB TOTAL A)	19386.00
PROVIDENT FUND EMPLOYER	1800.00
ESI DEDUCTION- EMPLOYER	631.00
EMPLOYER PF ADMIN CHARGES	75.00
EMPLOYERS EDLI CHARGES	75.00
EMPR INSURANCE GMC	26.00
EMPR INSURANCE GPA	7.00
EMPLOYER DEDUCTION (SUB TOTAL B)	2614.00
CTC (SUB TOTAL A+B)	22000.00
PROVIDENT FUND EMPLOYEE	1800.00
ESI DEDUCTION- EMPLOYEE	146.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1946.00
TAKE HOME (SUB TOTAL A-C)	17440.00

Annual CTC : **Rs. 264000.00**

OFFER LETTER

Date:16/12/2022

WELCOME!

Dear Shree Lakshmi,

We are very excited about the prospect of you joining MIND CLICK as a 'HR RECRUITMENT SPECIALIST'. This is an official letter confirming your Full time employment with MIND CLICK starting on the 2nd of JANUARY , 2023.

Your employment is subject to the terms and conditions detailed in the document supplied individually with this letter.

The salary offered would be RS.16,000 take home +incentives (Upto Rs.7000 based on performance)

You would be reporting to your respective MANAGER.

Congratulations and welcome to MIND CLICK.

AKSHAY SHETTY

DIRECTOR

Place: Bangalore

Date:16/12/2022



+91-9900438438

info@mindclick.co.in

www.MINDCLICK.CO.IN



OFFER LETTER

Date:16/12/2022

WELCOME!

Dear Spoorthi,

We are very excited about the prospect of you joining MIND CLICK as a 'HR RECRUITMENT SPECIALIST'. This is an official letter confirming your Full time employment with MIND CLICK starting on the 2nd of JANUARY , 2023.

Your employment is subject to the terms and conditions detailed in the document supplied individually with this letter.

The salary offered would be RS.16,000 take home +incentives (Upto Rs.7000 based on performance)

You would be reporting to your respective MANAGER.

Congratulations and welcome to MIND CLICK.

AKSHAY SHETTY

DIRECTOR

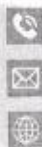
Place: Bangalore
Date:16/12/2022



+91-9900438438

info@mindclick.co.in

www.MINDCLICK.CO.IN



PROPTENSION INDIA PRIVATE LIMITED

9, 5th Cross Rd, KHB Colony, 6th Block, Koramangala, Bengaluru, Karnataka 560095

2019-20 batch

OFFER FOR EMPLOYMENT

Ref: PROP147

Date: 17 Dec 2022

CHETHAN DR

Bangalore

Dear CHETHAN DR

We are pleased to offer you employment for the position of **Property Manager** with effect from **09 Nov 2022**. You will be located at the Bangalore Head office. You will be reporting directly to the Manager of the Company.

This Offer Letter is subject to the following terms and conditions: -

SALARY:-

Your starting Gross Salary including conveyance allowance is 18,500.00/- per month. A Break up of CTC will be given to you separately as annexure A. Any change in Salary will take place based on performance review post - probation period.

You will be governed at all times by policies, procedures and rules of the company related to the salary, allowances, benefits and perquisites which are specified in this appointment letter (including the annexure). Further the company has its sole discretion, may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies. These allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time.

PROBATION:-

Your training period will be Seven (7) days from the date of offer letter and salary will not be paid for Training period. You are required to serve a probationary period of three month after which your service will be confirmed subject to satisfactory performance. The probationary period may be extended or shortened at the absolute discretion of the company. During the probationary period, the offer may be terminated by either party giving one week notice in writing to the other party or on payment of one week salary in lieu of notice.

WORKING HOURS:-

You are required to work during regular office timings of the company between during Wednesday to Monday. And Tuesday is Holiday. You are allowed a Lunch break of 45 Minutes during the day, apart from a tea break of 15 minutes during the day. The company reserves the right to change your working days and hours.

TERMINATION:-

After confirmation of your employment, notice of termination of employment will be one month (31 days) notice in writing or salary in lieu thereof. Company is right to terminate the employee service by giving 7 days notice. Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon termination of employment, you will also return all company property, which may be in your possession.

If you find that the terms are favorable, please indicate your acceptance within two (02) day from the date of this letter.

This offer will automatically lapse and can no longer be accepted if we do not hear from you by the stipulated date.

Thank you.

HR TEAM

99/B-1, KHB Colony gowravi Mansion, 3rd Floor Next to Prasanna Ganapathi, Temple, 80 Feet, Road, 5th Block Koramangala
Opposite mangala kalyana, Bengaluru, Karnataka 560095

BANGALORE | CHENNAI | MUMBAI | 080-2553-5959 | 9243-300-000 |

PROPTENSION INDIA PRIVATE LIMITED

9, 5th Cross Rd, KHB Colony, 6th Block, Koramangala, Bengaluru, Karnataka 560095

Annexure A
Cost To Company

Employee Code	PROP147
Name	CHETHAN DR
Designation	Property Manager
DOJ	09 Nov 2022
Department	Field Sales
Location/Branch	Bangalore

	Benefits(A)	Monthly	Yearly
Basic		7,400.00	88,800.00
HRA		2,960.00	35,520.00
Special Allowance		8,140.00	97,680.00
Variable Allowance		0.00	0.00
Total Benefits(A)		18,500.00	2,22,000.00

Employee Declaration

I have read and understood the terms and conditions stated in the offer letter and hereby confirm my acceptance / rejection of the offer of offer as _____.

Signature:

CHETHAN DR

Date: 17 Dec 2022



Aegis Customer Support Services Pvt. Ltd.
 GNR No 46/4 GNR Complex Garve Bhan Palya,
 Kudlu Gate Hosur Road Bangalore - 560 068
 Karnataka India
 T +91 80 6637 6666
 www.startek.com

Date 28-October-2022

Mr. MOHAMMED ZUHAIR PASHA
 Location. Bangalore

Dear MOHAMMED,

Subject: Offer letter for the position of Executive-Operations.

With reference to the interview you had with us, we are pleased to offer you the position **Executive-Operations** in **Band 5 (C Level)**. You will be initially posted at **Bangalore**.

Your position will carry total compensation of **INR 240,000/- (Two Lakh Forty Thousand Only)** per annum. A model breakup of your total compensation is enclosed as below. The detailed appointment letter will be issued to you at the time of your joining the company.

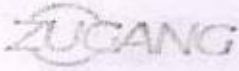
Compensation Components	Amount (INR Per Month)	Amount (INR Per Annum)
Basic Salary	10,187	122,242
House Rent Allowance	6,791	81,494
Sub-Total	16,978	203,736
Bonus as per Payment of Bonus Act *	1,248	14,974
Sub-Total	1,248	14,974
Provident Fund (Employer Contribution)	1,222	14,669
Employee State Insurance (Employer Contribution)	552	6,621
Sub-Total	1,774	21,290
Total Cost to Company	20,000	240,000

* Payable quarterly by 10th July for 1st quarter (April, May & June), by 10th October for 2nd quarter (July, August & September), by 10th January for 3rd quarter (October, November & December), by 10th April for 4th Quarter (January, February & March) towards bonus payment in advance for every Financial Year

As agreed, you will join our organization latest by **29-October-2022**. Kindly sign a copy of this letter as a token of your acceptance of the offer and return the same for our records. Kindly also convey the exact date of your joining the company.

You are also requested to bring the below mentioned, at the time of joining, this would facilitate the smooth completion of the joining formalities.

Nagari



22-23

Date: 19-Nov-22
Offer No : ZM202202731

Darshan A

FIXED TERM EMPLOYMENT CONTRACT

Dear Darshan A

We are pleased to offer you employment at **Zugang Manpowers India Pvt Ltd.** for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to **Think And Learn Private Limited** under this Contract. The terms of employment is exclusively with **Zugang**, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from **16-Nov-22** be deputed by **Zugang**, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of India as and required by **Zugang** for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from **16-Nov-22** to **15-Nov-23**.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

LOCATION:

You are required to work at client's location at **Bangalore**

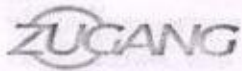
POSITION:

You are appointed as **BDE**.

ZUGANG MANPOWERS INDIA PRIVATE LIMITED

CIN No. - U93000MH2018PTC305256 **Corporate Office:** Office No. 218, Rajasthan Technical Center, Patanwala Estate, LBS Marg, Ghatkopar (W), Mumbai-400086.

Email: info@zugangindia.com **Website:** www.zugangindia.com



Annexure A

Compensation Sheet

Offer No: ZM202202731

Designation: BDE

Associate Name: Darshan A

Location: Bangalore

Pay Heads	Rs. Monthly Pay
Basic + DA	17608
House Rent Allowance	794
Conveyance	0
Education Allowance	0
City Compensatory Allowance	0
Statutory_bonus	1355
Gross Salary	19757

Employer's Contribution	
Employer Provident Fund	1800
PFA	75
EDLI	75
ESIC	643
Insurance	0
Total Contribution	2593
Cost to Company: (CTC)	22350
Deduction: (Subjected to change)	
Provident Fund	1800
ESIC	149
Professional Tax	200
Income Tax	0
Travelling Allowance	0
Net Take Home	17608

Variable Component	4402
CTC(with variable)	22350

ZUGANG MANPOWERS INDIA PRIVATE LIMITED

CIN No. - U93000MH2018PTC305256 **Corporate Office:** Office No. 218, Rajasthan Technical Center, Patanwala Estate, LBS Marg, Ghatkopar (W), Mumbai-400086.

Email: info@zugangindia.com **Website:** www.zugangindia.com

Date: 6 December 2022

Shaik imran

#14 9th cross bismillah nagar bannerghat

Bangalore-560029

Sub: Employment Letter

Dear Shaik,

With reference to your application and subsequent interactions we are pleased to offer you an Employment as **Executive HR** in the HR with **CONNEQT Business Solutions Limited** (The Company) with effect from **5 December 2022** on the following terms and conditions.

You will be paid an Annual Gross Salary of **INR. 272988.00** In addition to the above, you will be covered under PF, ESI, Bonus, Gratuity etc., if applicable as per law. Based on the present applicability your annual CTC would be **Rs 300000.0** This may undergo change in view of the changes in the laws. Detailed break-up of the monthly and annual CTC is annexed to this letter as annexure A

Please note that the information pertaining to remuneration and benefits payable to you is **CONFIDENTIAL** and should not be shared with anyone other than the authorized representative(s) of the Company.

The above mentioned offer shall be valid if you join us on **5 December 2022**. Should you have any further queries, please feel free to contact our Recruitment Team.

You will initially be posted at our **Bangalore** Office. The Company may transfer your services to any of the existing office(s)/ department(s) / division(s) / Section(s) / establishment(s) of the Company including any of its subsidiaries / holding / associate company or that may come into existence in the future in India or abroad. Your transfer shall be governed by the Company's Transfer Policy and Regulations, as may be in force from time to time.

You will be working on flexible timings as may be decided by the Company.

Your joining shall be subject to submission of copies of testimonials (originals to be presented):

1. Academic qualification certificates (Matriculation onwards) including proof of date of birth and professional proficiency certificates, where applicable
2. Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable. (Relieving letter is a must)
3. PAN Card and Aadhar Card
4. Cancelled Cheque



Name : Shaik imran
Grade : 1B
Designation : Executive HR
Function : HR

You will be entitled to the following remuneration effective your date of joining.

Component	Amount (Rs) Per Month	Amount(Rs) Per Year
A. Fixed Pay		
Basic Salary	8750.00	105000.00
House Rent Allowance	5250.00	63000.00
Other Allowance	5001.00	60012.00
Advance Statutory Bonus	1248.00	14976.00
Performance Bonus	0.00	30000.00
PERFORMACNE BONUS: Paid based on performacne on Monthly / Quartely / Annual basis		
C. MONTHLY GROSS (A+B)	22749.00	272988.00
D. BENEFITS		
PROVIDENT FUND - Company Contribution (As per the PF Act, 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1650.00	19800.00
GRATUITY (As per the Gratuity Act. This amount will go towards the gratuity fund and will be paid to you on completion of 5 years with the company)	421.00	5052.00
Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180.00	2160.00
E. TOTAL COST TO COMPANY (D + E)	25000.00	300000.00
F. Employee Contribution		
PROVIDENT FUND - Employee Contribution (As per the PF Act, 12% of salary components specified by PF authorities and it will be paid to PF Department towards Company's Provident Fund Contribution. As per the act, you will contribute the same amount as employee contribution)	1650.00	19800.00

Provident Fund Contribution will be calculated on Basic+Conveyance+Other allowance+Food coupons+Education allowance + Special allowances if any. Contribution is limited to Rs. 15000/- wages as stipulated under Provident Fund Act. #Performance Pay shall vary based upon your Performance Rating. #Mobile Phone (need based, reimbursement within certain limits).



I accept the terms of this letter

2019-20 batch

12/11/2022

IndusInd Marketing and Financial Services Pvt. Ltd.

Corporate Office : Old No. 19, New No. 39, Room No. 1&2, Sun Plaza, First Floor, G.N. Chetty Road, Chennai - 600 006. India.

Registered Office : Old No. 115 / 116, New No. 34, G.N. Chetty Road, T. Nagar, Chennai - 600 017. India.

Tel No : +91 44 28153901 / 02 / 03 / 04 **CIN : U67190TN2002PTC048590**

December 21, 2022

Ref. No: A034967
Mr. SUDEEP KUMAR H
KANAKAPURA MAIN ROAD
BAYYANAPALYA
VAJARAHALLI, THALAGHATTAPURA
BANGALORE
KARNATAKA - 560062
Phone: 8296221230

Dear SUDEEP KUMAR H,

Letter of Offer

This has reference to your interview with us for a suitable opening in the IndusInd Marketing and Financial Services Pvt. Ltd. We are pleased to make you an offer as **BACK OFFICE SUPPORT (BANGALORE_KBB)** at our **BANGALORE_KBB, KARNATAKA** on the mutually agreed terms and conditions and the emoluments as discussed. You are requested to report for duties on or before **January 09, 2023**.

This Offer is being made subject to:

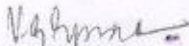
- Y Your being found medically fit for the job
- Y Verification of your testimonials in support of Age, Educational and professional Qualification, Experience, ect.
- Y Reference check

Kindly let us have your acceptance to this offer by signing the duplicate copy of this letter and forwarding the same to us.

The formal appointment letter will be issued subsequently on your joining at IndusInd Marketing and Financial Services Pvt. Ltd. on completion of joining formalities.

Thanking you

Yours truly,
For **IndusInd Marketing and Financial Services Pvt. Ltd.**



SRINIVAS V S
Asst. Vice President - Human Resources

Offer Authorized By: PRINCE R

Offer Generated By: PRINCE R

IndusInd Marketing and Financial Services Pvt. Ltd.

Corporate Office : Old No. 19, New No. 39, Room No. 1&2, Sun Plaza, First Floor, G.N. Chetty Road, Chennai - 600 006. India.
Registered Office : Old No. 115 / 116, New No. 34, G.N. Chetty Road, T. Nagar, Chennai - 600 017. India.
Tel No : +91 44 28153901 / 02 / 03 / 04 CIN : U67190TN2002PTC048590

Annexure

A034967-SUDEEP KUMAR H

Location : BANGALORE_KBB Segment : SG
Grade : E2 Department : OPS
Product : B Function Code : OP-BO

Annual Guaranteed Cash (AGC)

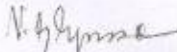
Monthly Emoluments	Rupees(Per Month)	Rupees(Per Annum)
Basic	5690.00	68280.00
Dearness Allowance	4064.00	48768.00
House Rent Allowance	5803.00	69636.00
Statutory Bonus	700.00	8400.00
Sub - Total	16257.00	195084.00
Annual Emoluments		
Medical Reimbursement	474.00	5688.00
Sub - Total	474.00	5688.00
Retirals		
Pf(12%) Of Basic + DA	1170.00	14040.00
Sub - Total	1170.00	14040.00
	17901.00	214812.00

Note:

- Performance Incentives would be as per Company Scheme.
- Employee covered under Performance Incentive Scheme would be eligible for Performance Incentive only if he/she is an active employee and not serving resignation notice as on date of disbursement of performance Incentive.
- This clause will only applies to employees on Business and Collection rolls.

Thanking You

Yours truly,
For IndusInd Marketing and Financial Services Pvt. Ltd.


SRINIVAS V.S

Asst. Vice President - Human Resources

Candidate Offer Acceptance

Name :
Date :
Signature :

Please
Affix
Photo

2019-20 batch
B Rom



Aegis Customer Support Services Pvt. Ltd.
GNR No. 46/4, GNR Complex, Garve Bhavi Palya,
Kudlu Gate, Hosur Road, Bangalore - 560 068,
Karnataka, India
T +91 80 6637 6666
www.startek.com

Date: 28-November-2022

Mr. HAFIZULLA
Location. Bangalore

Dear HAFIZULLA,

Subject: Offer letter for the position of Executive-Operations.

With reference to the interview you had with us, we are pleased to offer you the position **Executive-Operations in Band 5 (C Level)**. You will be initially posted at Bangalore.

Your position will carry total compensation of **INR 228,000/- (Two Lakh Twenty Eight Thousand Only)** per annum. A model breakup of your total compensation is enclosed as below. The detailed appointment letter will be issued to you at the time of your joining the company.

Compensation Components	Amount (INR Per Month)	Amount (INR Per Annum)
Basic Salary	9,644	115,723
House Rent Allowance	6,429	77,148
Sub-Total	16,073	192,871
Bonus as per Payment of Bonus Act *	1,248	14,974
Sub-Total	1,248	14,974
Provident Fund (Employer Contribution)	1,157	13,887
Employee State Insurance (Employer Contribution)	522	6,268
Sub-Total	1,679	20,155
Total Cost to Company	19,000	228,000

* Payable quarterly by 10th July for 1st quarter (April, May & June), by 10th October for 2nd quarter (July, August & September), by 10th January for 3rd quarter (October, November & December), by 10th April for 4th Quarter (January, February & March) towards bonus payment in advance for every Financial Year.

As agreed, you will join our organization latest by **29-November-2022**. Kindly sign a copy of this letter as a token of your acceptance of the offer and return the same for our records. Kindly also convey the exact date of your joining the company.

You are also requested to bring the below mentioned, at the time of joining, this would facilitate the smooth completion of the joining formalities.



GROSS SALARY SHEET

Annexure 1

Name	Swapna S
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
TOTAL GROSS	15,129	1,90,926

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
GROSS BOUQUET OF BENEFITS	4,343	52,110

info@bestcallcenter.in
+91 97380 10001 / +91 70223 85053
www.bestcallcenter.in

bestcallcenter.in
Customer First . Quality Call . Deliver Business .

Dear **Pruthvi P,**

Following your interviews with **KAP Call Center Private Limited**, we are very happy to make you the following offer subject to acceptable reference checks:

Position : **Business Development Executive**
Department/Division : Pre-Sales
Starting Salary : **5,000/- INR Per Month** (Part Time : 4 Pm To Pm)
Joining Date : 30/05/2022
Probation : 6 Months from joining date

Acceptance and Commencement

Your appointment will be effective from your joining date, **30-05-2022**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance to this offer within 3 days of issuing this offer, then this offer will be withdrawn.

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

Respond via email to info@kapsystem.com to communicate acceptance of the offer and to confirm your joining date. Please note that if you do not send your acceptance to the email id, you will not be allowed to join on the joining date specified above.

Any change of joining date must be sent to parveen@kapsystem.com at least 3 days prior to your original joining date.

A detailed **appointment letter** that highlights the terms and conditions of the employment and remuneration details will be issued to you on or after your date of joining.

On the date of joining please submit all the document which was mentioned while **Joining**.

We believe that your skills and experience are particularly well suited to the work environment at **KAP Call Center Private Limited**.

We all look forward to working with you and should you have any questions or concerns please contact our recruitment centre.

Best Wishes,

PARVEEN B PINJAR

CHIEF OPERATING OFFICER



KAP Call Center Pvt. Ltd.,

No. 25, S V Arcade, 1st Floor, South End Road, Jayanagar 9th Block, Above Reliance Trends, Bangalore – 560069.

HRD/InfosysBPM/1001920054

28-June-2021

Mr. Ranjith T

105/1 Gangamma vatura Uttarahalli Anjaneya swamy temple road Srinivasa clinic Bangalore Karnataka
India 560061

STRICTLY PRIVATE & CONFIDENTIAL

Dear Ranjith T,

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

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

a) Role	:	Process Executive
b) Role designation	:	Junior Accountant
c) Job Level	:	2B
d) Date of Joining	:	29-June-2021
e) Location of Posting	:	Bangalore KEC
f) Gross Salary per month	:	Rs. 19798/-

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

1. Voice and Shift Allowances

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

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

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

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

2. Joining Bonus

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

Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA 2005PT C048089

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



03-August-2021
Deepti V
deeptisaiyan63@gmail.com
No 67 1st Floor 4th Main, 5th cross, Navodaya Nagar
Kothanur Dinne Main Road, JP Nagar 7th Phase
Bangalore 560078

Dear Deepti,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Analyst** in our **Trade Settlements** Department within the **Global Services**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, 1st Floor, RMZ Ecospace Campus 1C, Bellandur Village, Varthur Hobli, Bangalore - 560103 ("Northern") and Deepti V of No 67 1st Floor 4th Main, 5th cross, Navodaya Nagar, Kothanur Dinne Main Road, JP Nagar 7th Phase, Bangalore 560078.

Any reference to "this agreement" throughout is reference to the terms and conditions of your employment as set out in this Statement.

1. Conditions

Your employment is conditional on:

- (a) your agreement to and acceptance of this Employment Agreement;
- (b) you providing Northern with a valid Aadhaar number
- (c) your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
- (d) should Northern request it, a medical assessment and report satisfactory to Northern;
- (e) the completion of background screening checks, including criminal records checks, (both prior to the commencement of your employment and on a recurring basis during employment) and receipt of written references to the satisfaction of Northern;
- (f) you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;



Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ.Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

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



9. Salary

Your Annual Fixed Pay will be ₹ 265,198, inclusive of all hours worked. A detailed breakdown of your Annual Fixed Pay is set out in **Annexure 1**.

Salary will be payable on a monthly basis, in arrears in 12 equal instalments. This will be credited to your account on or before the last working day of each month, subject to statutory deductions.

Your base salary will be reviewed by Northern in or about April each calendar year, or at any other time determined by Northern from time to time. Annual salary adjustments will normally be effective on 1 April each year, subject to the rules in this regard and at Northern's absolute discretion. In undertaking this review Northern may have regard to any matter in its absolute discretion. This review will not necessarily lead to an increase in your base salary. There will be no review of salary after notice has been given by either party to terminate your employment.

You consent to the deduction of any sums you owe to Northern at any time from your salary or from any payment due from Northern to you. You also agree to make any payment to Northern of any sums owed by you to Northern upon demand by Northern at any time.

10. Benefits

The benefits set out below are discretionary and may be varied or removed by Northern at any time without notice.

- (a) Northern provides transport to all its employees working in shifts or a transportation allowance under the Transport Opt Out Scheme;
- (b) Northern offers Private Health Insurance for all employees and their dependents (as defined by the insurers) from the first day of employment;
- (c) Personal Accident Insurance is provided for all Northern employees; and
- (d) Group Term Life Insurance is provided for all Northern employees.

The above-mentioned insurance benefits are subject to: (i) acceptance by the insurers; (ii) the terms and conditions of the insurance policy (which may change from time to time); (iii) the premium being at a rate which Northern considers reasonable; and (iv) the agreements with the insurers. Benefits may be restricted both on an individual and/or aggregate basis. If an insurance provider refuses for any reason to provide insurance for you, Northern shall not be liable to provide you with any benefit of the same or similar kind or to pay any compensation in lieu of such benefit. Please refer to the Northern Trust India Employee Handbook for further information.



Employee Name: Saba Kausar
Employee Number: 3859
Employee Designation: Merchandizer
Department: S & M

Date: 27th August 2021

Subject: Appraisal Letter

Dear Saba Kausar,

Covid has made us to rethink about our priorities in life and at work. In the last year, you have played an important role in ensuring business continuity, we take this opportunity to thank you for your contribution and we look forward to jointly achieving the future goals of Sresta.

This is the right time for us to reflect on the past and envision a new future for Sresta. Sresta is at the beginning of transformation and renewal so that we stay relevant with the times and make the best of the opportunities next many years will present us. As we go ahead with our transformative journey, we remain committed to our mission to make a positive difference to farmers, consumers and make the earth a better place.

While we make efforts to help you in upgrading skills and knowledge, we expect you to be goal oriented, innovative, cost conscious and strengthen governance.

We expect that based on the learnings from previous year, you will realign and reorient your actions which will surely improve our overall performance. We are also confident that you will continue to display the dedication and commitment you have shown in the past, thereby enabling the organization with a positive business year ahead.

The Management has reviewed your performance and has decided to **Revise and Correct** your compensation effective 1st July 2021. Please find below a salary break-up of your revised monthly and annual compensation and your performance rating.

Performance rating for the year 2019-21: Meets Expectation

Salary Breakup	Revised (In INR)	
	Monthly	Annual
Basic	11615	139380
HRA	4646	55752
Special Allowance	1026	12312
PF*	1510	18120
ESI	562	6744
Monthly CTC	19359	
Annual CTC		232302

*PF has been calculated as per the current regulation. However, it is subject to change with changes in the PF Act.

The employee accepts that they cannot claim wages for the period that he / she has remained absent for their field duties, without prior approval of their leave of absence. If it is found that any employee is absent without any proper cause and has failed to report to the field duties, then he / she will be liable to reduced pay. The employees will be required to report their daily attendance of field duties using the company specified tools and methods for marking their attendance, work, and field visits. The other terms and conditions of your appointment remain unchanged. Please note that information pertaining to your salary is extremely confidential and sharing of the same with anyone in the organization or outside is strictly prohibited. Kindly sign and return a copy of this letter for our records.

Wishing you all the best and many more years of shared success with Sresta.

Sresta Natural Bioproducts Pvt Ltd.

S.K. Reddy

Rajashekar Reddy Seelam
Managing Director

Sresta Natural Bioproducts Pvt. Ltd.

Corporate Office : 'Sresta House' Plot No. 11, Krithika Madhapur Layout, Opp: Image Garden Function Hall, Madhapur, Hyderabad, PIN-500081, Telangana State, INDIA.

Tel : 91 40 40072525/25/28. Website : www.sresta.com | www.24mantraorganic.com

CIN : U01122TG2004PTCO42837

Regd. Office : 203, Pavan Annex, # 8-2-276, Road No.2, Banjara Hills, Hyderabad-500 034, T.S. India

2019-20 batch,

B.Com

 **SPINO LOGISTIC SOLUTIONS PVT LTD.**

Letter of Appointment

Date of Joining: **23.11.2022**

Employee Name: **Rohan B N**

Location: **Bangalore**

During your employment you will work at the premises of our client **Shadowfax Technologies Pvt Ltd** at **Karnataka-Bangalore** and render services to them. Your employment with us is subject to the terms contained in the **letter of Appointment on 23-Nov-2022.**

In day today functioning or carrying out duties and responsibilities. You will receive instruction from us and will undertake to abide by such suggestions, etc. given by any assigned persons and will be bound by our rules & regulations.

We are pleased to appoint you on contract basis in our organization as **CALL CENTER AGENT** to the following terms and conditions:

You shall perform your duties as per shifts on rotation basis. However, it will vary with the working hours of the client

You will be entitled to an employer's contribution of Provident Fund as per government rules.

Either party can terminate the contract during the existence of a work assignment, as per the terms laid out in the letter of engagement.

You shall at no point of time stake any claim or right to claim employment, damage loss or compensation of any sort whatsoever either against us or any of our clients.

Your services are transferable from one client to another from one place to another either existing orb the place in which you may be allotted work without clients.

In case you are found guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without prior permission of the company, your services may be terminated without notice and its decision will be deemed final.

While this is an at-will employment, should you or the Company decide to terminate this employment arrangement each party must give a **15-Day notice period** after confirmation. The Company reserves the right to pay or recover gross salary in lieu of notice period. Further, the Company may at its sole discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period.

Annexure 1

Verification of Employment Details Authorization

I understand that this offer of contractual employment is conditional upon the submission of following documents on the date of my joining and verification of the same, to the Employer's entire satisfaction, of any or all of the information I will be supplying.

If any information provided by me is found to be misleading false or otherwise inaccurate, the Employer may in its sole discretion withdraw this offer of employment, or, if I have already commenced employment with the Employer, take disciplinary action (up to and including dismissal) against me.

List of documents to be submitted on the date of joining:

- At least 2 Id proofs (Passport / Aadhar card /Voter Id /Driving license/Ration card)-2 copies
- Date of Birth proof certificate (Passport/Birth Certificate/S.S.C)-2copies
- Passport size photographs (recently taken) – 4 copies
- Relieving Letter from previous employer (not applicable for fresher)-to be submitted within 45days of your joining.

Annexure II

Pay Heads	Rs. Monthly Pay
Basic	14500
HRA	0
Bonus	1208
Special Allc	0
Gross Total Rate	15708
EMY PF @ 12%	1740
E.S.I.C1 @ 0.75%	118
Professional tax	0
Total Deductions	2058
In Hand	13650
Spl Inc / Misc - Tea & Mobile	0
Variable Incentive	0
Spl. In-Hand-Diff Allow	0
Total Fix Reimb Amt.	0
In Hand (Salary + Reimb)	13650

If accept the above-mentioned terms and conditions, I am signing and return to the undersigned the duplicate copy of this letter as a sign of acceptance.

Aspino Logistic Solutions Pvt Ltd.

Employee Signature



Authorized Signatory.

Head Office: 3281, 2nd Floor, 12th Main, Indiranagar, HAL 2nd Stage, Bengaluru - 560008. Contact -080-43942460, Email-info@aspinohr.com



eTeam InfoServices Private Limited

M:COM

2019-20 Batch

CM194824

eld

Venkatesha
kasaba hobali, Pavagada Taluk, medihalli ,
kanivenahalli (post), tumakuru
Bangalore, KA 561202

Date : July 20, 2021

Dear Venkatesha

Subsequent to our discussion, we are pleased to appoint you in eTeam Infoservices Pvt. Ltd as "Documentary Trade Operator". You are expected to join on or before "August 10, 2021", failing which, eTeam reserves the right to rescind this letter.

You will work out of our Client office and your Annual Cost to Company (CTC) will be Rs 2,64,000 (Rupees Two Lakhs And Sixty Four Thousand Only) as detailed in Annexure "A".

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

I) DOCUMENTS

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

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

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

II) SALARY

- a) Your annual remuneration is as specified in Your Appointment Letter.
- b) This compensation package has been customized for you after taking into account your qualifications, and relevance of experience and your role and responsibilities.
- c) You will be required to strictly maintain the secrecy and ensure that you do not divulge or communicate in any manner, any information regarding your remuneration/terms of employment, to any other employee, except to the Head of your department and the Head of HR Dept. of the Company.

1001 Durham Avenue, Suite 201, South Plainfield, NJ 07080 • Phone (732) 248-1900 (US Office)

- A-4 & 5, First Floor, Logix Park, Sector-16, Noida-201301
- #1192 Sandeep Arcade, 3rd Floor, Sec-7, HSRLayout, Bangalore-560102
- 1st floor, Shitiratna Building, Near Panchvati Cross Roads, Off C. G. Road, Ahmedabad-380006



eTeam InfoServices Private Limited

Annexure "A"

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

Salary Break up

Name of Candidate	Venkatesha	
Location	Bangalore	
Designation	Documentary Trade Operator	
Particulars	Per Month	Per Annum
Basic Salary	8800	105600
HRA	4400	52800
Statutory Bonus	733	8796
Personal Allowance	5690	68280
Sub Total (A)	19623	235476
Retrials - Employer Contribution (B)		
PF Contribution from Employer	1739	20866
ESIC Contribution from Employer	638	7653
Sub Total (B)	2377	28519
Total CTC (A+B)	22000	264000
Net Payable (before taxes)	17737	212844

Rupees Two Lakhs And Sixty Four Thousand Only

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

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

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

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

For eTeam Infoservices Private Limited

Agreed & Accepted By

Mamatha S
HR Executive (India)



WEALTHGLOW
11, Outer Ring Rd, 5th Phase,
Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Varalakshmi N
Bangalore

LETTER OF APPOINTMENT

Dear Ms. Varalakshmi N,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

1. The starting date of your employment will be no later than 11th November 2022.
2. You will be extended an annual compensation on Cost to Company of Rs. 2, 04, 000/- (Basic) + 1, 20, 000/- (Variable). Basic salary that includes all allowances that you are entitled to. You will be paid only your basic salary within probation period and after probation period of 3 months you will receive the Incentive/Performance Bonus monthly based on your target met for the month. There is no deduction of PF and ESIC duration of Probation Period of 3 months.
3. All rewards and increments will be based purely on your performance on the job and your contribution to the organization.
4. You will be required to observe the rules and regulations applicable to all the employees of the organization.
5. You will be required to sign an Employment Agreement with the organization, regarding Invention, Non-disclosure, Non-compensation and Non-solicitation.
6. You will be on Probation period for 3 Months, after which you will be due for confirmation. During probation period, you are required to give a notice period of 7 days in the event of you resigning from the services of the company. However, the notice period will be 1 month after confirmation. Further Wealth Glow Can terminate this employment by serving you either by one- month notice or one month salary in lieu of notice, during the period of employment.



7. In addition to holding all confidential information as a key member of our organization, you will not directly or indirectly engage in service with any of our competitors during the tenure of employment with the organization.
8. You are entitled for leave as per the leave Policy of the organization allotted for the team hired.
9. You will have to work as per the scheduled time allotted to you except, Holidays. You will have to be flexible with your timings depending upon the organizational requirements.
10. This letter is your formal offer of employment and supersedes any and all prior or contemporaneous agreements, discussion and understandings, whether written or oral, relating to the matter of this letter or your contract with the Company.
11. We are consciously endeavoring to build an atmosphere of trust, openness, responsiveness, independency and growth among all members of the WealthGlow family. As a new entrant, we would like you to contribute your best in this process.

As a token of acceptance of the above terms and conditions, you are required to sign a copy of this letter and return to us.

We are confident that you will take your responsibilities effectively and redeem our trust in you. We look forward for your valuable continued and committed contribution.

Wish you a long and enjoyable career with WealthGlow.

Regards,

Sudeshna Sarkar | HR

WealthGlow

I hereby accept and agree to the terms set forth in this letter.

Signature

Date



WEALTHGLOW
11, Outer Ring Rd, 5th Phase,
Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Ravichandra R
Bangalore

LETTER OF APPOINTMENT

Dear Mr. Ravichandra R,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

1. The starting date of your employment will be no later than 11th November 2022.
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Wish you a long and enjoyable career with WealthGlow.

Regards,

Sudeshna Sarkar | HR

WealthGlow

I hereby accept and agree to the terms set forth in this letter.

Signature

Date



WEALTHGLOW
11, Outer Ring Rd, 5th Phase,
Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Sanjay S
Bangalore

LETTER OF APPOINTMENT

Dear Mr. Sanjay S,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

1. The starting date of your employment will be no later than 11th November 2022.
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Wish you a long and enjoyable career with WealthGlow.

Regards,

Sudeshna Sarkar | HR

WealthGlow

I hereby accept and agree to the terms set forth in this letter.

Signature

Date



WEALTHGLOW
11, Outer Ring Rd, 5th Phase,
Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Madhusudhan K M
Bangalore

LETTER OF APPOINTMENT

Dear Mr. Madhusudhan K M,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

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Wish you a long and enjoyable career with WealthGlow.

Regards,

Sudeshna Sarkar | HR

WealthGlow

I hereby accept and agree to the terms set forth in this letter.

Signature

Date



WEALTHGLOW
11, Outer Ring Rd, 5th Phase,
Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Lakshmi R
Bangalore

LETTER OF APPOINTMENT

Dear Ms. Lakshmi R,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

1. The starting date of your employment will be no later than 11th November 2022.
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Wish you a long and enjoyable career with WealthGlow.

Regards,

Sudeshna Sarkar | HR

WealthGlow

I hereby accept and agree to the terms set forth in this letter.

Signature

Date



WEALTHGLOW
11, Outer Ring Rd, 5th Phase,
Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Irfan Khan
Bangalore

LETTER OF APPOINTMENT

Dear Mr. Irfan Khan,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

1. The starting date of your employment will be no later than 11th November 2022.
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Wish you a long and enjoyable career with WealthGlow.

Regards,

Sudeshna Sarkar/HR

WealthGlow

I hereby accept and agree to the terms set forth in this letter.

Signature

Date



WEALTHGLOW
11, Outer Ring Rd, 5th Phase,
Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Gagan C
Bangalore

LETTER OF APPOINTMENT

Dear Mr. Gagan C,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

1. The starting date of your employment will be no later than 11th November 2022.
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We are confident that you will take your responsibilities effectively and redeem our trust in you. We look forward for your valuable continued and committed contribution.

Wish you a long and enjoyable career with WealthGlow.

Regards,

Sudeshna Sarkar/HR

WealthGlow

I hereby accept and agree to the terms set forth in this letter.

Signature

Date



WEALTHGLOW
11, Outer Ring Rd, 5th Phase,
Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Sharvari
Bangalore

LETTER OF APPOINTMENT

Dear Ms. Sharvari,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

1. The starting date of your employment will be no later than 11th November 2022.
2. You will be extended an annual compensation on Cost to Company of Rs. 2, 04, 000/- (Basic) + 1, 20, 000/- (Variable). Basic salary that includes all allowances that you are entitled to. You will be paid only your basic salary within probation period and after probation period of 3 months you will receive the Incentive/Performance Bonus monthly based on your target met for the month. There is no deduction of PF and ESIC duration of Probation Period of 3 months.
3. All rewards and increments will be based purely on your performance on the job and your contribution to the organization.
4. You will be required to observe the rules and regulations applicable to all the employees of the organization.
5. You will be required to sign an Employment Agreement with the organization, regarding Invention, Non-disclosure, Non-compensation and Non-solicitation.
6. You will be on Probation period for 3 Months, after which you will be due for confirmation. During probation period, you are required to give a notice period of 7 days in the event of you resigning from the services of the company. However, the notice period will be 1 month after confirmation. Further Wealth Glow Can terminate this employment by serving you either by one- month notice or one month salary in lieu of notice, during the period of employment.



WEALTHGLOW
11, Outer Ring Rd, 5th Phase,
Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Chetan S
Bangalore

LETTER OF APPOINTMENT

Dear Mr. Chetan S,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

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2. You will be extended an annual compensation on Cost to Company of Rs. 2, 04, 000/- (Basic) + 1, 20, 000/- (Variable). Basic salary that includes all allowances that you are entitled to. You will be paid only your basic salary within probation period and after probation period of 3 months you will receive the Incentive/Performance Bonus monthly based on your target met for the month. There is no deduction of PF and ESIC duration of Probation Period of 3 months.
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WEALTHGLOW
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Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Sanjay K M
Bangalore

LETTER OF APPOINTMENT

Dear Mr. Sanjay K M,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

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Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Md. Abdulla
Bangalore

LETTER OF APPOINTMENT

Dear Mr. Md. Abdulla,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

1. The starting date of your employment will be no later than 11th November 2022.
2. You will be extended an annual compensation on Cost to Company of Rs. 2, 04, 000/- (Basic) + 1, 20, 000/- (Variable). Basic salary that includes all allowances that you are entitled to. You will be paid only your basic salary within probation period and after probation period of 3 months you will receive the Incentive/Performance Bonus monthly based on your target met for the month. There is no deduction of PF and ESIC duration of Probation Period of 3 months.
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WEALTHGLOW
11, Outer Ring Rd, 5th Phase,
Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Shyam Sundar V
Bangalore

1cotak

LETTER OF APPOINTMENT

Dear Mr. Shyam Sundar V,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

1. The starting date of your employment will be no later than 11th November 2022.
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Nanjundeswara Layout, J P Nagar
Phase 5, Bengaluru, Karnataka 560078

9th November 2022

Shabarish L S
Bangalore

LETTER OF APPOINTMENT

Dear Mr. Shabarish L S,

We are delighted to extend this offer of employment for the position of "Business Analyst" with WealthGlow. Please review this summary of Terms & Conditions.

1. The starting date of your employment will be no later than 11th November 2022.
2. You will be extended an annual compensation on Cost to Company of Rs. 2, 04, 000/- (Basic) + 1, 20, 000/- (Variable). Basic salary that includes all allowances that you are entitled to. You will be paid only your basic salary within probation period and after probation period of 3 months you will receive the Incentive/Performance Bonus monthly based on your target met for the month. There is no deduction of PF and ESIC duration of Probation Period of 3 months.
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Date: 08/09/2022

To,

Mr /Ms: Uzair Uddin

Subject: Conditional Offer Letter

Congratulations! You have been shortlisted!

This conditional letter is offered to you with reference to the interview you have attended with us in your **college campus (VET)** dated **8th September 2022**.

In this regard, we are glad to offer you this conditional offer letter from College Drives. You are requested to report with this **conditional offer letter and CV** for the further rounds of interview as per your discussion with the HR.

Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned date.

Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Bindhu H L

Subject: Conditional Offer Letter

Congratulations! You have been shortlisted!

This conditional letter is offered to you with reference to the interview you have attended with us in your college campus (VET) dated 8th September 2022.

In this regard, we are glad to offer you this conditional offer letter from College Drives. You are requested to report with this **conditional offer letter and CV** for the further rounds of interview as per your discussion with the HR.

Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned date.

Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: yashashwini Y

Subject: Conditional Offer Letter

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In this regard, we are glad to offer you this conditional offer letter from College Drives. You are requested to report with this **conditional offer letter and CV** for the further rounds of interview as per your discussion with the HR.

Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned date.

Name: _____

Signature: _____



147

Date: 08/09/2022

To,

Mr /Ms: ANUSHA S

Subject: Conditional Offer Letter

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This conditional letter is offered to you with reference to the interview you have attended with us in your college campus (VET) dated 8th September 2022.

In this regard, we are glad to offer you this conditional offer letter from College Drives. You are requested to report with this **conditional offer letter and CV** for the further rounds of interview as per your discussion with the HR.

Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned date.

Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Bhavani V

Subject: Conditional Offer Letter

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In this regard, we are glad to offer you this conditional offer letter from College Drives. You are requested to report with this **conditional offer letter and CV** for the further rounds of interview as per your discussion with the HR.

Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned date.

Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: **Brunda J**

Subject: Conditional Offer Letter

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This conditional letter is offered to you with reference to the interview you have attended with us in your **college campus (VET)** dated **8th September 2022**.

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Chandana P

Subject: Conditional Offer Letter

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Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned date.

Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Divya J

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Hamsa K M

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Kalyani

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Pavithra C

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Sadhanan C

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Sangeetha Bgadagi C

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Prasad R

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Suraj Y

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Geetha M

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Santosh J

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Ajay Raj T S

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Bharatth Kumar L

Subject: Conditional Offer Letter

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Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned date.

Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Monika R

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



COLLEGE DRIVES

Date: 08/09/2022

Neethi G

To,

Mr /Ms: varalakshmi N

Subject: Conditional Offer Letter

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Neethi G

Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned date.

Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Uma N

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Pooja N

Subject: Conditional Offer Letter

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This conditional letter is offered to you with reference to the interview you have attended with us in your college campus (VET) dated 8th September 2022.

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Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned date.

Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Prajwal S

Subject: Conditional Offer Letter

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This conditional letter is offered to you with reference to the interview you have attended with us in your college campus (VET) dated 8th September 2022.

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Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned date.

Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Rajendra Prasanna N

Subject: Conditional Offer Letter

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Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned date.

Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Rohini S

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

Mr /Ms: Tanusharee Bangadi

Subject: Conditional Offer Letter

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Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned

Time:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Kavya N

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Hemanth G

Subject: Conditional Offer Letter

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Sincerely,
HR Department

By signing this call letter, I confirm that I will report to College Drives at the above-mentioned date.

Name:

Signature:



Date: 08/09/2022

To,

Mr /Ms: Bhoomika A

Subject: Conditional Offer Letter

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Sincerely,
HR Department

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Name:

Signature:

**Date:** 08/09/2022

To,

Mr /Ms: **Deepika M****Subject:** Conditional Offer Letter**Congratulations! You have been shortlisted!**

This conditional letter is offered to you with reference to the interview you have attended with us in your **college campus (VET)** dated **8th September 2022**.

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HR Department

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Name:

Signature: