

Provisional Offer: BUSINESS PROCESS SERVICES Ref: TCSL/DT20234506269/Bangalore/BPS/BTN

Date:10/07/2024

Dear Ms. S Ashwini,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL).** You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For Tata Consultancy Services Limited.

Donding.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



<u>Click Here</u> or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional L No TCSL/DT20234506269/Bangalore/BPS/BTN on	
Signature:	
Name:	
Date:	



SAP Labs findle PNL Ltd.
Cel: U722N6KA19CSPTC018464
135, Export Promotion
MOUStard Park, TV92cFlab,
Bangahre - 590 068, 1686
T: +81-811-4139 5139
F: +91-811-4139 5469
1584-6584,000

2 December 2022

Private & Confidential

Patavi 8 944, Mahadeshwara Nilaya, 14th Cross, Cop Rama Temple Kammagondanahalii, Jajahalii Wesi, Bengaluru Kamalaka \$60015 (ndia 9353455708

EMPLOYMENT CONTRACT

Dear Pellay:

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We are pleased to offer you employment with SAP Labs India Pvt. Ltd (SAP) on the following terms and conditions:

Appointment

1.1 You shall be appointed to the position of Scholar as a Fixed Term Employee with effect from 01 August 2023 up to 30 July 2027.

Please note that at the close of this fixed term specified above shall automatically come to an end and no separate notice for termination need to be given by either side however should it be found at any time during your employment in this organization your conduct or performance is not up to the mark your services are fable to be terminated at any time during your employment with us.

- 1.2 You shall be based in Bangalore but will serve the Company or any of its subsidiaries or associated companies in any tocation within or outside of India.
- 1.3 Your employment with the Company is subject to your providing aducational qualifications and work testimonials if any and is also conditional upon your being free from any contractsal restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

Total Remards

Your annual stipend on joining SAP Labs India Pvt. Ltd is RNR. 300,000,00.

2.2 Below is the breakup of the other benefits available to you.

(A)	Cash Components Annual Stipenti	IMR per annum 100,040.00
	Benefits'	INR per annum
	Free Moels provided on campus	13,200,00
	Free Transport for office commute	42.000.00
/es	Life Events (Birthday Gill)	2,000,00
(B)	OwnSAP*	31,228.80
	Wellness Cover for Employee	5,000.00
	Higher Education Fees (BITS Pilani) **	133,100.00
	Cost of Benefits (Approximate)	228,528.00
		\$





#AP Labo India Pvt. Ltd.
CRN: U72200KA1990PTC018484
136 Export Promption
Ipotech et Perk. WhiteField,
Bongolore - 950 066, India
T: 491-80-4139 6139
F: 191-80-4139 6999
YETTE SARC-COM

13

"The employee bonelits fixled above are available only during active employment with SAP. These cannot be encested or modeled. SAP reserves the right to withdraw or eller the benefits at any time without prior notice to the employee. The values attributed to the bonefits are arrived on an estimated value and are subject to change at sole discretion of SAP Management.

*OwnSAP is a share purchase plan wherein company contribution is subject to employee participation in the program and the company contribution strictual varies based on Fixed Pay and employee contribution participates.

Trigher Education fees tolly paid by EAP. The initial constinue nomitation fee of INR 18,010 is also paid by SAP.

In addition to the above comparisation components and bast-in-class benefits, SAP offers. FlexBen program, which allows you to choose your benefits as per your needs.

You will also be eligible for other company provided benefits like medical, accident and life insurance, paid teaves, parental banefits, etc. as per the prevailing company policy.

Please refer to the enclosed "Annexure" for details of compensation, benefits, flex work and ferms of this open. We would appreciate your confirmed acceptance of the above by signing and returning us the duplicate copy of this letter.

Yours sincerely.

For SAP Labs India Pvt. Ltd.

Shorta Mohanto

— DoesStandal by:

Sabish kovath Bhasker Louiseccessure

Shwata Mohanty Head of Human Resource, India SAP, India Sabish Koveth Shaskar Meneger, Local HR Services India HR Service Center, SAP, India

I accept the tenne & conditions of service outlined above

-OrceBlandly:

— (11) \$10 CROSEF 10F 479...

Pellavi 8

Oate: 03-0ec-2022 | 17:46:35 CET

Place: Gengaluru

-COSSCODE FLORE 100-

11 July 2023

y Ananya A Kukanur

#37.Goutami Nilaya,11th 8 Cross, Sidedhahalit, SMV Layout, Negesandra Post, Bangalore 560073 Bangalore Kampiake 560073

Private & Confidential

Dear Алалуа А,,

Congretulations, and welcome to Delli

We are pleased to extend our often of employment to Ananya A Kukanus temployee hereafter type your t with Cell International Services and a Pot 199 (1995) 199 a Cympany in product the supposition on the Company a Background Checks and supposition as an employment of the company of the compa

Your the live Service Recrimpant Cestifficat Support of certer level Individual Contributor 34, recording to Ahand Edward (194663), Manager 1, Technical Support, Your stars date is 31 September 2023.

You will be based at our offices in Bangalore, India.

You are requested to submit at 9eckground Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Core Business Hours

Your Morking nours and the memumber of rouse satine Company mail from time of time begin applying site of bike myying three son to answer a merculopsex or the Company in turner or a company financial with the control of the control

Place of Work

Your usual place of work will be at Bengalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or pan of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need orises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation, Regulations or Codes of Conduct shall be deemed a school breach of discipline and may result in diamissal.

Compensation

We are pleased to offer you a compensation package consisting of the following element(s):

Base Salary of (MR589,900.00 per annum.

Base selary is comprised of Basic and Basket of allowances. Basic is IND 235,060.00. Basket of allowances is INP 353,940.00

"The Besket of Aflowavices includes components such as HRA and LTA. You may be eligible for all the allowavices or a combination of them, depending on other factors including your job grade. Please contact HR Stalling for further details regarding the components you are eligible for and the limits there under that are applicable to you.

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""PF contribution. If your basic salary is less than INR 15000 per month, then for the pulpose of PF computation and contribution, the sum total of basic salary and undeclared portion of the basics of allowences (BOA) will be considered up to the extent or INR 15,000 per month. Bustistion: If your monthly basic salary in the salary table above is INR 6000 and your undeclared BOA is INR 2,000, then PF = 12% of 8000 which amounts to 960. Employee and Employee contribution to PF will be 960.

PF contribution for Imemational workers. If you are an International Worker as defined in EPF Act 1952, holding a passport of her than Indian passport of the purpose of PF contribution. The summation of the purpose of PF contribution of the purpose of the purpose of the purpose of the summation of the purpose of the purpos

You will be entitled to all employee benefits including benefits through Employee Welfare Fund which is a contributory fund in which you will be a member of. There will be a standard dedication of Rs 2007- per month or such other amounts as decided from time to time towards contribution to the Employee Welfare Fund.

Incentive Bonus Plan

Total On-Target Remuneration will be INR019,395 plus Retirals per armum.

Your salary will be paid monthly via Electronic Funds Transfer to the bank account nominated by you. We will advise you at the relevant date of payment.

Total Cost to Companyor to INR

647,710 per annom-

Gratuity

Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity Act, 1972 its Rules and Amendments

Benelitz

The Company offers a variety of benefits to assist you and your family. You will enjoy all benefits in accordance with the Company's prevailing policy and practice. A summitty of these benefits will be made available for your access after onboarding. The Company reserves the right at as absolute discretion, to vary or amend the terms of any benefit or existing benefit policy charge and contribute on a section of the company of the section of the company of the contribute of t

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Employees with any retailers to use med personal automobiles for business purposes will be relimbursed for mileage in successing with applicable talk and the Company's policy, as it may be amended from time to time.

Probation

Your first 6 months of service will be of a probationary nature. The Company may waive or reduce the probation paried at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in writing by the Company. For a person whose immediate previous amployment is with any of the Dell group of companies, this clause shall not be applicable.

Norway Panaga and Termination

During the probabovary period lyour employment may be terminated by either party at any time by giving to the other party withen notice of not less than 30 days or salary in lieu thereof at the softe discretion of the Company.

Upon satisfactory completion of probation, your employment may be terminated by either party at any time by giving to the other party 60 days or 2 morah's written notice prior to the termination dats or satary in tieu at the sole discretion of the Company

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment during your probationary period) forthwith without notice or payment in lieu of notice it you are involved in gross negligence, misrepresentation, serious misconduct, a breach of any Cell policy including but not limited to the Code of Conduct; or commit any act of fraud or dishonesty or any oriminal offense, in such an event, without prejudice to the Company's rights at law end/or under other provisions or line letter the Company shall gave only salary earned by you up to the date of termination.

The event of terrorisation of services in the series of all more the Company to effect payment of any pro-rated allowance so around, and any other sums due to the Company to the extent permitted by law, against salary due and to withhold amounts that may be required by the relevant authorities. You will also be required to promptly deliver to Dell all originals and copies of materials, documents and properly of Dell which are in your possession of control.

Restraint:

in addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor solicit or endeavor to take away from the Company, the business or any customers or chants of the Company. You further agree not to, for a period of [one year] after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the effect of enticing, or alternating to entice any employee away from the Company.

Code of Conduct

D*<u>e</u>***LLTechnologies**

The company's Code of Conduct sots out the standards of business conduct to which all employees are expected to achiere. We take our Code of Conduct very sericusty in order to maintain the highest possible standard of ethics. Failure to adhere to the Code of Conduct is a disciplinary offence and may result in dismissa. A copy of the Code of Conduct shall be given to you in your Employee Crientation Program on joining. If you require a copy of any of the company's Code of Conduct before signing this employment contract please contact your Recruiter (i.e. signatory on this employment contract).

incurrence comply with the legal rescurements of each country in which the Company conducts business and shall employ the ingress and shall employ the

. ாக அல்க அல்க ஊடியது விகுக அளிக்கு நான்டிரும். பிக்கியத்திரு அரிக்கிய அரிக்கியத்திரும் கண்டு அரிக்கியத்திரும். இது அரிக்கிய அரிக்கியத்திரும் கண்டியத்திரும். இது அரிக்கிய மான் கண்டியத்திரும். இது மான் கண்டியத்திரும் பிக்கியத்திரும். இது வரிக்கியத்திரும் விக்கியத்திரும். இது வரிக்கியத்திரும் விக்கியத்திரும். இது வரிக்கியத்திரும் விக்கியத்திரும். இது வரிக்கியத்திரும் வரிக்கியத் விக்கியத்திரும். இது வரிக்கியத்திரும் வரிக்கியத்திரும். இதிக்கியத்திரும் வரிக்கியத்திருக்கியத்திரும். இதிக்கியத்திரும் வரிக்கியத்திரும். இதிக்கியத்திரும் வரிக்கியத்திரும். இதிக்கியத்திரும் வரிக்கியத்திரும். இதிக்கியத்திருக்கியத்திருக்கியத்திருக்கியத்திரும். இதிக்கியத்திரும் வரிக்கியத்திரும். இதிக்கியத்திரும

Data Protection

Dell International Services India Pv. Lid (7461) with obtain, hold and use parconal data relating to you is the context of your employment, including, but not limited, your name inimher, cost centre, address, emergency contact data/s (e.g. home telephone number), educational details history/qualifications and employment history, groof of right to work, any director or officer costs held, outcomes of any pre-emorp, ment spreading salary information including details on commissions bonuses and profit share person spreading as a share mention as we as appropriately details got description, pot level, job grade data from any appropriate sample of a share profit salary in any achievements. Individual Work

The purposes of such processing are to administer and manage the employment relationship we have with you, and may include disester recovery data duplication, administering and marmaining personnel records (includes sickness and other absence records), essecting libress for work, paying and reviewing salary, bonus, profit share and other benefits (if any), providing and administering behelds such as pension, stock purchase and stock option programmes, file, health and medical insurance, analysing sales and sales related activity, career and succassion planning, performance appraisals and reviews. employee development and training, resources and stats allocation, regulatory and legal compliance, carrying out activities related to compliance with the company's policies and procedures, providing references and information to future employers, governmental and regulatory agencies (includes tex, social eccurity authorities) in a take-over or merger, providing information to a future purchaser or potential purchaser of Dell International Services India Pvt Ltd (7461) or any part of Dell International Services India Pvt Ltd (7451)'s business or a potential or future service provider as part of due diligence. You hereby consent to such data processing by Dell International Services India Pvt Ltd (7451), any other Dell International Services India Pvt Ltd (7451), company or any third party charged with providing services information or benefits related to the employment and you further consent to manafer to bara it, a Deli in remandinal Bertices india Punitro inastri (ombany or innoipany even, havot company or itud **parry is** coupled cursine most in a pountry you or poes not in entary, or sets expection competed to the **reverseptived in India. Dell** 小性中央的政策 Servetion Production (T431) and put in phace apequate safeguards with such third parties to ensure an adequate levet of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or disclose any "Confidential or Proprietary Information", during or after your employment, except as required in the performance of your assignment for the Company or os cultionized in writing by the Company. Such information shall include what you learn or originate during your employment which is not available or readily ascertainable from public sources, and includes such information disclosed by others in confidence to the Company. If in doubt, you will promptly consult your supervisor. Confidential and Proprietary Information includes, but is not necessarily limited to, the information described in sub-paragraphs below.

 a) Computer products, Company processes and device strategies planned or under development, including device specifications, system architecture, logic designs, circuit implementations and plans for unannounced and acnounced products;

b) Software products in use, planned or under development, including operating systems adaptations or enhancements, language compilers, interpreters and translature, system design and evaluation tools, and application programs:

or Intermation relating to Company employees; actual and anticipated relationships between the Company and other companies; extent evers, most levers, pricing and other unpublished brancial data, and budget, staffing, compensation, equipment and related 0.276

v=(v,v) , which we describe a substitution and v=0 conservations the v - v Development ഈ അന്റെ ഈഘട്ടേട്ട്. Device ഈ വസ്ഥാന ഇനുന്നു ഉന്ന് വേഷന് 1965 നേട്ട് എന്നു വേഷന് വര്യമായില്ലോട്ട് വ Company by businesses or removes.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party unless the Company first receives written authorization from the third party allowing the use or disclosure of such information and unless the Company agrees in writing to receive such information on terms acceptable to the Company. You will able by the restrictions Imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information and the legical process, may cause a grid part harmon the Company and that temedres at law may be madequate to protect against a Tree to a such areas and the series are as a series to the series of addition to any other relief available to it. time graning or insurable reset is more price or ambigantepet or the requirement of establish the madequacy of any of the THE HISTORY EXPLISES TO A 19 TO A 2005 THE MEASURE THE DESIGNATION OF STREET STREET, AND DESIGNATION OF STREET STREET, AND DESIGNATION OF STREET, AND DESIGN screeks performance based on the allabatry to the Company of any other remedy.

For a policit of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding intellectual Property, Confidential and Proprietary Information For a period of one (1) year after termination of this Contract for whatever cause, you shall not collect or endeavor to take away from the Company the business of any customers or clients of the Cumpany.

While you are an employee of the Company, you will promptly disclose to the Company, all Intellectual Property developed by you, solely or jointly with others, in the course of your employment, implicateal Property includes each discovery, idea, improvement, or silvention you create conceive, develop or discover, along or with others, which relates to the Company's tualness of results from the use of mic Company's equipment supplies, facilities, or information. All Intellectual Property, In-HER TEST OF THE DETAILS OF THE DESIGNATION OF THE SECOND SECTION OF THE SECOND SECTION OF THE PROPERTY OF TH - 245 AND AND STATE BY STATE OF STATE STATE STATE OF STATE OF A S perfect, and register wondwide, at the Company's expense, such rights in fintellectual Property. You will not do anything in conflict with the Company's rights in Intellectual Property and will cooperate fully to profect Intellectual Property against misappropriation or infiningement by third parties. If you come ecross any cases of infringement of the rights of the Company in its Intellectual Properly, you will promptly notify the Company of such intringement and assist the Company in all ways to protect its Interlectual Property.

You hereby agree that the Company will be the copyright owner in all works of every kind and description created or developed by you, solely or jointly with others, in connection with any employment with the Company. It requested to, and at no further expense to the Company, you will execute in writing any admowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

You further agree that the Company may use your name, voice, picture or likeness in the Company's advertising, training advertisement and other materials without payment or separate compensation to you both during and following your employment with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company 3) of gine's and occurs of as materials, documents and property of the Company which are in your presention or control. You will the processes of the purpose of the exit interviews with a designated representative of the Company. The purpose of the exit interviews Let under the control of single penalty, accomplish and of the sessessed by the end to confirm the Company's rights that the control of the second of the company and its consent to the first end the decision of the Company and its arantagi () regérona profess

<u>Export Compliance</u>

You will not export or otherwise transfer out of tridia or release to any person, Controlled Technology or Software, during this liter employment with the Company, except as sufficilized in writing by the Company. Controlled Technology or Software is technology or software controlled under the U.S. Exped Administration Regulations and includes, but is not limited to:

Confidential and Proprietary Information of the type described in paragraph 4(a) above, to the extent that such information is not otherwise publicly available;

Technical information of Dell International Services India Pvi Ltd (7451). Its affiliates, its customers or other third parties that is in tise, dignored by under telle coment, \$400 as out not imped to manufacturing and or fessearch processes or strategies The same design rules that the characteristics provides from the rule that a capebilities and y exact computer product, citizens: \$14 of perces including beinds specification, system architectures logic besigns, circuit implementations); software traction, industry operating system executions of enright energy enjoyage complicits, intersectors, Panalators, design and eveluation tooks, and approaches programs), and any other databases, methods, know-how, formulae, compositions. technological data, technological prototypes, processes, discoveries, machines, inventions, and similar literas;

information relating to future plans of Dell International Services India Pvi Ltd (7451), its attitutes, its customers and other third parties, such as but not limited to: marketing strategies; new product research pending projects and proposals;

proprietary production processes; research and development strategies; and similar items.

Release includes disclosure to any person, oral exchange, and application to situations abroad of personal knowledge or technical experience. If you have any doubts regarding whether particular information is Controlled Technology or Software, please consult your manager, Delt international Services India Pvt Ltd (7451)'s Legal Department, or Delt International Services India Pvt Ltd (7451)'s Export Compliance Organization.

Training: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company if your employment with the Company ands for any reason within the first twelve (12) months of you being sent abroad to late that the time to the country of the country

ান্ধ হ্যালমুম্বন্য মুক্তকাশক ছাৰ অনুষ্ঠা হা শহলক কৰু হনটো শহলোগত perform the job, and may introduce new trainings and certifications needed to shipped the new skifts and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successivily apprade your skills and capabilities needed to perform the job effectively at expected levels.

Becovery of dues: In the event of any financial recovery to be made from you, the Company shall also be entitled to offset payment of any prorated allowance advances against salary due and to withhold amounts that may be required by relevant authorities. These repayment colligations cannot be walved except by a written communication by the Company.

Secondary employment and outside business ventures: White in the employment of the Company, you shall not undertake employment with any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

Correctness of Information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and vold" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules. For all other metters, not specified herein, you shall be governed by the company's policies, conditions of service. service rules and amendments made and communicated from time to time.

್ರ ಸ್ವಾಪ್ತಿ ಕರ್ಮನ್ ಗಳ ಅರವನ್ ಹೇಗೆ ನೀಡಿ ಸೇವಿ ಕರ್ಮಿಸಿಕಾ ಕಾರ್ಯಕ್ಷ ಅವರಾಗಿ ಸಂಗಳ ನಿರ್ವಹಿಸಿ ಕಾರ್ಮಕ್ಷ ನೀಡುಕಾಗು ಸಾ**ಜನಿಗ್ರಾಯ continue** Service delicates and adje

Regards,

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T. Phil Adala state Tiremov

Vention by Amav.Mathur@Dell.com Arney Mathur Sonior Analyst, Talent Acquisition

Confirmation of Acceptance

I Amanya A Kristarium confirm that I have read lunderstood and accept the terms and conditions of employment with Delb. t authorize the Company to make be outhors from mulk ages outs, and to prayed nempheration of this agreement

া conserv that I wৰ commence employment with Dellion 11 September 2023.

Signature: _____ / / from

Jul 13, 2023

Email: ananyakukanur@gmail.com

Arearye A Kukenur

We have partnered with a vendor to enable you to review and accept employment related documents electronically in an efficient, secure and protected manner. The documents are encrypted. Your electronic signature cannot be changed once signed. You will be able to print out full copies of your signed documentation for your records. Within each document, the system will guide you to all relevant sections which need to be completed and signed.

By signing electronically, you acknowledge and agree that an electronic signature by you will have the same force and effect as not ongoing handwritten signature.

To not to the one area and most an electrometroprofit analog of the accumentation. However, **if you prefer, you can print and** To not the indicate the section and areas the original to the following the internal Dediction in you need to return the Accume**ntation to a affected transfer, please for** your recoulder know.

"This offer of employment is subject to the submission of your awaited <u>Marks Cards & Provisional / Convocation Certificate</u> in the event, the <u>Marks Cards & Provisional / Convocation Certificate</u> are not submitted within the first 30 days of joining the company or you fall to clear the exams, the offer letter shall stand mithdrawn and cancelled with immediate effect.

Linguiga a **Broadinga**tion, yek dispress (figure 1 forts)

11 July 2023

Vasuki Damodar Moger Nagaraj Nilaya,Gandhinagar,Hebie. Bhatkat,Utlarakannada Karnataka 581320 India

Private & Confidential

Cear Vasuki Dámoder,

Congratutations, and welcome to Delit

We are obsessed to extend our offer of employment to Vasuki Damoder Moger (employee hereafter "you/your") with Delt International Services India Pvt Ltd (7451) ("the Company") conditional on the successful completion of the Company's Background Checks, and subject to the attainment of work permit, employment pass or employment visas, as may be applicable.

Your title will be Senior Technical, Technical Support at career level individual Contributor I4, reporting to Anand Edward (134560), Manager 1, Technical Support, Your start date is 11 September 2023.

You will be based at our offices in Bangalore, India.

You are requested to submit all Background Check documents within four (4) days of offer letter acceptance. Any delay in providing the same may lead to extension of your date of joining which will be intimated to you through e-mail. Timely submission of Background Check documents is hence emphasized.

Core Business Hours

Your working hours shall be the number of hours as the Company may from time to lime deem appropriate and as may be necessary to achieve the purposes of the Company inclusive of a tunch break. Please take note that femand until an expension was described a statement of the company of the statement of the statem

Place of Work

Your usual place of work will be at Bangalore, India. However, the company reserves the right at its discretion, and by this contract you hereby agree, to change your place to work, either on a temporary or permanent basis, to any other place where it now conducts or at some future date, may conduct its business or part of its business. Except at the discretion of the Company you will not be compensated or reimbursed for the costs involved in such relocation. You may be required to work at or from any office, branch or location of the Company or any client of the Company, as the need arises, which you agree to do so. In the event of you working in the premises of any other Company you shall comply with all Regulations and Codes of Conduct and locations and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such regulations, Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Compensation

We are pleased to offer you a compensation package constating of the following element(a):

Base Salary of INR\$89,900,00 per annum

Base salary is comprised of Basic and Basic of Exercise Search (Search 1997) 100 Basic of Socret (Search 1997) 100 Basic of Basic and Basic of Search 1997) 100 Basic of Basic of Basic of Search 1997 100 Basic of Basic of Basic of Basic of Search 1997 100 Basic of Basic of

The Basket of Allowances indudes components such as mRA and LTA. You may be augure for all the ellowances or a combination of them, depending on other factors induding your job grade. Please contact HR Staffing for further details regarding the components you are eligible for and the limits there under that are applicable to you.

Retirets

Retirals is comprised of PF, PF is 12% Annual.

*****PF contribution: If your basic salary is less than INR 15000 per month, then for the purpose of PF computation and contribution, the sum total of basic setting and undeclared portion of the pasket of side anneal PCA is the post of the pasket of side anneal PCA is the post of the extent of the extent of INR 15,000 per month, illustration: If your monthly basic salary in the salary label above it in PF 5000, then PF = 12% of 8000 aftern amounts to 960. Employer and Employee control and the PF will be 960.

****** PF contribution for International workers : If you are an international Worker as defined vill EFF Act 1980 in the organic states of the than Indian passport or you are an OCI(Overseas Citizen of India) card holder. She for the purchase of EFF controviors the sum total of your basic salary and undeclared portion of the basic of effects oces. BOA will be controved and controved are EFF and Worker and India of your basic salary is the Controved and EFF and India of BOA will be seen and EFF and India of BOA which amounts to INK 7200 Bost Employer and Employer salary as salary as the think of BOA which amounts to INK 7200 Bost Employer and Employer salary as the think of EFF and the Residual of EFF and the Residua

You will be entitled to all employee benefits inducing benefits amough Employees werene Fund which all signary used in Which you will be a member of There will be a standard production of Fig. 200% per month on such other amounts as because over time to time towards contribution to the Employee Welfare Punk.

Incentive Bonus Plan

You will be engiced for an annual bonus of \$% of your base span, on series that was larger processor, both the foreign of support of support of processors. You will be engine to participate in the foreign of a processor of a processor of the factor of th

Total On-Tergel Remuneration will be INR619.395 pals Retrais per annum

Your salary will be paid monthly we Electronic Funds friendle to the pervisor provinced by your die will source upon the relevant date of payment.

Total Cost to Companywill be 18R

647,710 per annum.

Gretuity

The company's Code of Conduct sets out the standards of dualness conduct to animal standard of employees are expected to achieve take our Code of Conduct very sendually in order to maketain the righest possible standard of emics. Facilitie to achieve to the Code of Conduct is a disciplinary offence and may report to demisses. A copy of the Code of Conduct shall be given to your Employee Orientation Program on joining. If you require a copy of any of the convocacy's Code of Conduct before signing this employment contract please context your Recruiter (i.e. signatory on this employment contract).

You should comply with the legal requirements of each country in which the Company conducts business and shall employ the highest sthical standards in your declings. Use of any company assets for unlewful purposes is strictly prohibited.

In the event of you working in the premises of any other Company, you shall comply with all Regulations and Codes of Conduct and legislative restrictions and requirements applicable in the workplace of any Company that you may be assigned to. Any breach of such legislation. Regulations or Codes of Conduct shall be deemed a serious breach of discipline and may result in dismissal.

Data Protection

Deli International Services India Pro Ltd (7451) with potation, how any use parametric base relating to your notific or the service of the services amployment, including, but not limited, your name, number, cost centre, appress interparts, total services in a service of the services of the services of the services and extensional details instance, and employment including details on commissions benefit details on commissions benefit details and details related thereto as well as additional benefit details, got description, but level job grade, performance plans and performance rating details including sales and margin largets and attractors. The services with history.

The purposes of such processing are to administration and manage the employment recognish a Neither with the Lind Tall in this field in the Company of the C disaster recovery cala duplication, administering and maintaining personnel records indicates a type of the entering and maintaining personnel records indicates a type of the entering personnel records. records), assessing fitness for work, paying and reviewing salary cooks, profit share and fittle charters. Also, profit and existing fitness for work, paying and reviewing salary cooks, profit share and fittle charters. administering benefits such as person, stock purchase and stock opportunities, the next and helpide insurance analysing sales and sales related activity, palest and succession planning, performance excresses and relieve to the sales and succession planning, performance excresses and relieve to the sales and succession planning, performance excresses and relieve to the sales and succession planning. development and training, resources and skins shootson, requision, and legal compliance, daming our son whe release to compliance with the company's policies and procedures, providing references and enumeror II "June effectives policies" of and regulatory agencies (induces tax social security supporties) in a taxe-director merger, and outlier, information in a little purchaser or potential purchaser of Deri marmaponar Servicas India Pirt Las (7451) or any sem of Casi internazional Servicas India Pvi Ltd (7451)'s business or a potential or future service provider as part of due diffeence. You hereby consent to such date processing by Call International Services India Pvt Ltd (7451), any other Dell International Services India Pvt Ltd (7451), company or any third party charged with providing services, information or benefits related to the employment and you further consent to transfer of data to a Deli International Services India Pvt Ltd (7451) company or third party even if such company or third party is situated outside traks in a country which does not offer a level of data protection compared to the levet applied in (note. Deti-International Services India Pvt Ltd (7451) will put in place adequate safeguards with such third parties to ensure an edequate level of data protection.

Confidentiality Obligation

You will not use, publish, misappropriate or discress any "Confidentia" or Propretsity, information, current or Effectives, employment, except as required in the performance of your assignment for the Company, Such information shall include what you learn or originate curring your empty. There which is invested as indicated and indicate

a) Computer products, Company processes and device strategies planned or under development, including device specifications
system architecture, logic designs, circuit implementations and plans for unamounted and announced products.

Payment of Grafuity would be as per the criteria set out in the Payment of Grafuity Act, 1972 its Rules and Amendments.

Benefil*

The Company offers a variety of benefits to sesist you and your family. You will enjoy all benefits in accordance with the Company's provailing policy and practice. A summary of these benefits will be made available for your access after onboarding. The Company reserves the right, at its absolute discretion, to very or amend the terms of any benefit or existing benefit policy.

This same recommendation

Employees who are required to use their personal automobiles for business purposes will be reimbursed for mileage in accordance with appreciable law and the Company's policy, as it may be amended from time to time.

Probation

Your first 6 months of service will be of a probationary nature. The Company may wake or reduce the probation period at its discretion. You are deemed to have successfully completed your probationary period after 6 months unless otherwise informed in clause shall not be applicable.

Notice Period and Termination

During the probationary period, your employment may be terminated by either party at any time by giving to the other party written notice of not less than 30 days or salary in lieu thereof at the sole discretion of the Company.

Upon satisfactory completion of probation, your amployment may be terminated by either party at any time by giving to the other party 60 days or 2 month's lumiten notice prior to the termination date or salary in figurat the sole discretion of the Company.

Notwithstanding the above, the Company reserves the right at all times to terminate your employment (including employment) during your probationary period) forthwith without notice or payment in fleu of notice if you are involved in gross negligence, " misrepresentation, serious misconduct, a breach of any Deli policy including but not limited to the Code of Conduct; or commit any act of fraud or distancesty or any criminal offense. In such an event, without projudice to the Company's rights at low and/or under other provisions of this letter. The Company shall pay only salary searred by you up to the date of termination.

The week of termination of secretiss, you agree and authorize the Company to offset payment of any pro-rated allowance accesses, and any power sums due to the Company to the extent permitted by law, against salary due and to withhold amounts materials, documents and property of Delt which are in your possession or control.

Restraint:

de Constant Alexandra de Constant de Const

In addition, for a period of one year after termination of employment with the Company, you shall not approach or communicate with any customers of the Company, nor exist, or endeavor to take away from the Company, the business or any customers or clears of the Company. You further agree not to, for a period of jone year) after termination of employment with the Company, approach any employee of the Company or communicate with any employee of the Company with the offset of enticing, or

Code of Conduct

You further agree that the Company may use your name recise, because or precess in the Company is solven sing intering advantagement and other materials wereout payment or separate company with the Company.

On the date your employment with the Company ends, you will promptly deliver to a designated representative of the Company all originals and copies of all materials, documents and property of the Company which are in your possession or control. You will also cooperate to constructing exit interviews with a designated representative of the Company. The purpose of the exit interviews will be to review confidential and proprietery information known or possessed by you and to confirm the Company's rights regarding non-solicitation, the protection of the confidential and proprietary information and the disclosure to the Company and its ownership of intellectual property.

Export Compliance

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You will not exponence the way training of index or release to any parson. Controlled Sacred og, or Bethraid, quing or after employment with the Company, expect as explored in empty by the Company. Controlled Retinated, in Satisfacting is shown as a subgroup of some particles and the second some particles are second some particles.

- Confidencial and Proprietary information of the glob debpased in paragraph 4 silective of the eighth that such information is not observed publicly available.
- Technical information of Det Marmanorial Services finds Pic Ltd (7457), its efficients its customers or other into derives that is vivue practical of under development, such as but not britted to: manufacturing ancion research processes or strategies including person rules. Service characteristics process flow manufacturing depablities and yields a computer product. Process and the services including period specification, system activations individual designs, chair including specifications is satisfated activated in the process of the process of the process including specification in contractions of the process of the proces
- THE DESIGN OF THE PLANT OF THE PROPERTY OF THE
- Teresta mandes assatistes to any person, are exchange and experience of selection success of detached in the person are exchange and experience of contract of detached experience of your rand any datable reportant personage materials of detached reporting of the person of the property of the person of the per

Irabiditie: The Company may also send you abroad for the purpose of specific skills training relevant to your employment with the Company, if your employment with the Company ends for any reason within the first twelve (12) months of you being sent abroad for specific skills training, you will repay to the Company, all of the coals paid to you or incurred on your bottelf for this training.

The company reserves the right to review the skills required to perform the job, and may introduce new trainings and certifications needed to impart the new skills and ways to measure the same. You shall undergo such trainings and certifications when needed and continue to successfully apprade your skills and coperations needed to perform the job effectively at expected levels.

Recovery of dues: In the event of any finances recovery to be these from your the Company and vest the smooth to enser between of any providing astronome astronome against select one and to extend amounts that may be negligable to the service according to the company of the c

Secondary employment and outside business variables: (No.4 in the empty meets of the Company of a sixth and outside secondary of the empty of the em

 5) Software products in use, planned or under development, including operating systems adaptations or enhancements, lang compilers, interpreters and translators, system design and evaluation tools, and application programs;

c) Information relating to Company employees; actual and enticipated relationships between the Company and other companies levels, profit levels, promp and other impublished financial date; and budget, staffing, compensation, equipment and representations.

ਤੋਂ ਕਰਿਸ਼ਜ਼ਤਮਾਨ ਅੰਦਰੇਅਣ ਦੇ ਰਾਵੇ Company's distance and vencor requirements. This inductes performance requirements, development and between schedules, device and product pricing and quantities, and deter information construinces. ੋਂ ਵਿੱਚ Company by customers or vendors.

You will not use in your work or disclose to the Company any confidential or proprietary information of a third party timese the Company first receives written authorization from the third party allowing the use or disclosure of such information and unlear Company agrees in writing to receive such information on terms acceptable to the Company. You will abide by the restriction imposed on the disclosure and use of such third party information.

You acknowledge that a violation of the provisions of this Agreement dealing with Confidential and Proprietary Information an interfectual property may cause significant harm to the Company and that remedies at law may be inadequate to protect again breach of such provisions. Accordingly, you agree that the Company shall be entitled, in addition to any other relief available to the granting of injunctive relief without proof of solual demages or the requirement to establish the inadequacy of any of the other remedies available to it. You agree not to assert any defense in proceedings regarding the granting of any injunction or specific performance based on the availability to the Company of any other remedy.

For a period of one (1) year after leaving the Company's employment, you will give written notice to the new employer of your obligations regarding intellectual Property, Confidential and Proprietary Information.

For a period of one (1) year after termination of this Contract for whatever cause, you shall not splicit or endeavor to take away from the Company the business of any customers or clients of the Company.

intellectual Property and Copyright

While you are an employee of the Company, you will promptly disclose to the Company, all interectual Property developed by you, solely or jointly with others, in the course of your employment, intellectual Property Includes each discovery, idea. Improvement, or sevention you create, conceive, develop or discover, alone or with others, which relates to the Company's business or results from the use of the Company's exagement, supplies facilities or information. All the region is the Company's exagement, supplies facilities or information. All the region is the Company's exagement and season to season and executing any documents deemed helpful or necessary by the Company to exactlish, with the Company's rights in Intellectual Property and will cooperate fully to protect Intellectual Property against miseppropriation infiringement by third parties, if you come across any onees of infringement of the rights of the Company in its intellectual Property, you will promptly notify the Company of such infringement and seaint the Company in all ways to protect its intellectual Property.

You hereby squee that the Company will be the copyright owner in all works of every kind and description created or developed by you, solety or jointly with others, in connection with any employment with the Company. If requested to, and at no further expense to the Company, you will execute in writing any acknowledgments or assignments of copyright ownership of such Copyrightable Works as may be appropriate for preservation of the worldwide and perpetual ownership in the Company and its nominees of such copyrights.

Correctness of information: This appointment is based on the information supplied by you in your application for employment. This appointment will be treated as "null and void" if any material error, in the management opinion, is discovered and/or due to non-disclosure of relevant information about you, to the company.

Service rules: For all other matters, not specified herein, you shall be governed by the company's policies, conditions of service rules and smendments made and communicated from time to time.

Pattement

TOUSPART TEACH OF THE EXECUTIONS OF SOCIETY OF SECUTIONS SPECIFICARY COMMUNICATION BY the Company in writing to continue in terminal beyond this again.

Rogards,

Santosh TK
Talent Acquisition Director

Verified by Arnew-Mathun@Dell.com Arnew Maihur Senior Analysi, Talent Acquisition

Confirmation of Accordance

h Masuki Demoder Moger, confirm that I heve read, understood and accept the terms and conditions of employment with Delt । a Thoriza the Company to make sequentiats দিয়ে আy wages sursuant to clause "remuneration" of this agreement

i consent that I will commence employment with Delt on 11 September 2023.

Signature:

Ì.

Jul 13, 2023

Email: v=sukimoger2002@gmail.com

Vəsuki Damodar Mogor

We have partnered with a vendor to enable you to review and access employment related occuments electronically in an efficient secure and protected manner. The decuments are oncrypted. Your electronic signature cannot be enabled once signed documentation for your records. Within each occument, the system and golden your all relevant sections which need to be completed and signed.

By signing electronically, you acknowledge and agree that an electronic signature by you will have the same force and effect as your ongine handwritten signature.

Electronic is our preferred, and most efficient, method for managing the documentation. However, if you prefer, you can print and sign all of the documents, and scan and email the originals to Arnev Mathur / Amav,Mathur@Dell.com. If you need to return the socumentation in a different manner, please let your recruiter know.

MThis offer of employment is subject to the submission of your awaited <u>Marks Cards & Provisional : Convocation Certificate</u> are not submissional if Convocation Certificate are not submissed with order 10 upon it whose the company or you fail to clear the exems, the offer lesser that stand with crewn and text to clear the exems, the offer lesser that stand with crewn and text the offer lesser that stands with crewn and text the offer lesser that stands with crewn and text to the content of the

Annexure

Relocation Entitlement

You will be offered a Relocation amount of Indian Rober (INR) 10 000 00 that we be a 4-5 out at demand of 15 months is ear.

The terms and conditions of the Relocation smount are detailed in Amenute prices prior enter the separation in additional respective providers in the recognition benefits, procedures, and service providers in the recognition benefits, procedures, and service providers in the recognition calculated in the control of the

The Company will remburse for your relocation expenses as par the Company recognitions, appears to the company within India. The retocation assistance is not automatic, it should have been discussed and expense of the retocation product. It is package is applicable only to those candidates who are retocating from current location to another, at the request of the Company and should be claimed within 90 days of joining. If my employment once within the first 12 months of the hire of the Company and should be claimed within 90 days of joining. If my employment once within the first 12 months of the hire of the claimed within 90 days of joining. If my employment once within the first 12 months of the hire of the respective, all or part of the align—on bonus or relocation paid to me at its sole discretion), I will repay to, depending on my length of service, all or part of the align—on bonus or relocation paid to me at its sole discretion), I will repay to, depending on my length of service, all or part of the align—on bonus or relocation paid to me at its sole discretion at the end of the sheet). The Relocation Emitted ment include payments may have made to me or on behalf (as per the calculation at the end of the sheet). The Relocation Emitted the recovered from any mornes owed to my by Dat themset the costs lowered exploratory waits. The Relocation Emitted ment can be recovered from any mornes owed to my by Dat themset the services in the most recent relocation and be recovered from any mornes oved to my by Dat themset the expenses from the most recent relocation and be recovered. The recovered from any mornes oved to my by Dat themset the considered for recovery even if a fells within a year. The recovery season of the second of the quantification of the nelocation expenses and the same a first.

Lagree that the repayment amount for any of the categories as optained above will become fully to a knot be since the confirmation of employment i hereby authorize Dealisterranded Services more indicated the repayment amount for any of the categories as detailed above from any more owed to the cytic indicated to wages. First paychest restaursement for expenses dispreciation. Services India Pvt Ltd (7451), including, but not limited to: wages. First paychest, restaursement for expenses dispreciation tunised benefits, refunds of contributions to benefit plans or emphasis and to any other states payable to the by the internal or species under pay that (7451).

The amount I must repay (referred to as the "Repayment Amount") will be determined using the following formula:

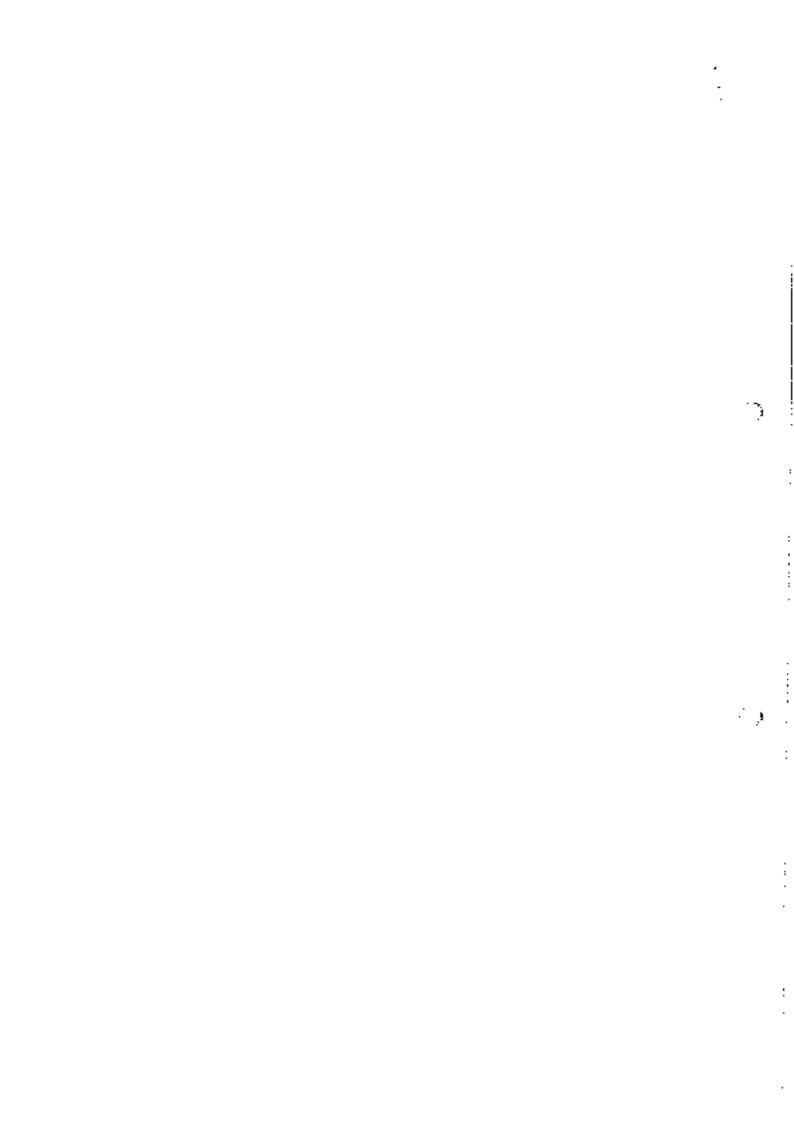
Total Sign ~On Bonus (Or Relocation) x [(12 – Full or Partial Months of Service) * 12]

For example, if Dell International Services India Pvi Ltd (7451) pays me a sign ~on bonus of Rs. 10,000, and I quit my employeed after being employed for six months, the amount I must repay to Dell International Services India Pvi Ltd (7451) is \$5.000 computed as follows: Rs. 10,000 x [42–6] * 12].

Square,

№ 23 1323

Vaeuki **Delimatir h@gerimoger200**3@gmait.com



Deloitte.

Delokte Consulting India Private Limited Salarpuria Softzone, Sy. No. 80/1, 81/1 & 61/2, Bellandar Village, Varthur Hobil, Bengaluru South Teluk, Outer Ring Road, Bangaluru ~ 560103, India

Tel: +91 080 6765 5000/ +91 080 6785 4000 www.deloitte.com

Dec 13. 2022

Mg. Kayana K #49,715tcross,Bagalagunte, Bangalore, 360073 India

Subjects Offer of Employment

Dear Kavena K:

On behalf of Deloitte Consulting India Private Limited (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as Associate Analyst based in Congaluru.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on Pebruary 5, 2023.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work through at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of Rs./ ₹ 225,408/- and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from 0-30% of your Total Salary. The actual paid amount could vary depending upon the business and Individual performance each fiscal year and. In some situations, could exceed the payout range interted. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of Rs./f 23,000/- subject to your reporting for full-time employment on February 6, 2023. This amount will altreat applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company Within 12 months of your start take.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employers of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in Annuxure B, as well as any and an rules, regulations, guidelines, posicles and practices of the Employer, which may be emended from time to time. Deloitte LLP and its U.S.-based subsidiarys (the "Deloitte U.S. Firms") requires their employers to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this other is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annabure B.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of run offer will be just the beginning of a mutually teneficial relationship with our organization. We would like you to join the Employer on February 6, 2023, or an attemative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non-Sulicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and superseded at other provious or contemporaneous and or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Delokte India (Offices of the US) provides its professionals with name pick-up and drop transport services within pre-defined boundary if their shift Gmings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am to Mumbal; and 8:00 pm - 6:00 am in Gurugram and Bengalims.

This letter and **Defoitte Consulting Ladie Private Limited** employment application are intended to be final. To accept the offer and the turns of this letter, please sign below in the space provided within three business days.

Kevena, everyone you have interviewed with joins me in extending to you congretulations and warm regards, we look forward to you joining our team.

Sincerely,

Por Balakta Consulting India Private Limited

Dest regards,

Dest regards,

Unabelia Stucker Programme Stringeramp

Signature

Acceptance

I, Kawana, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

Signature

Date

Annexure A

Ms. Kavana K

....)

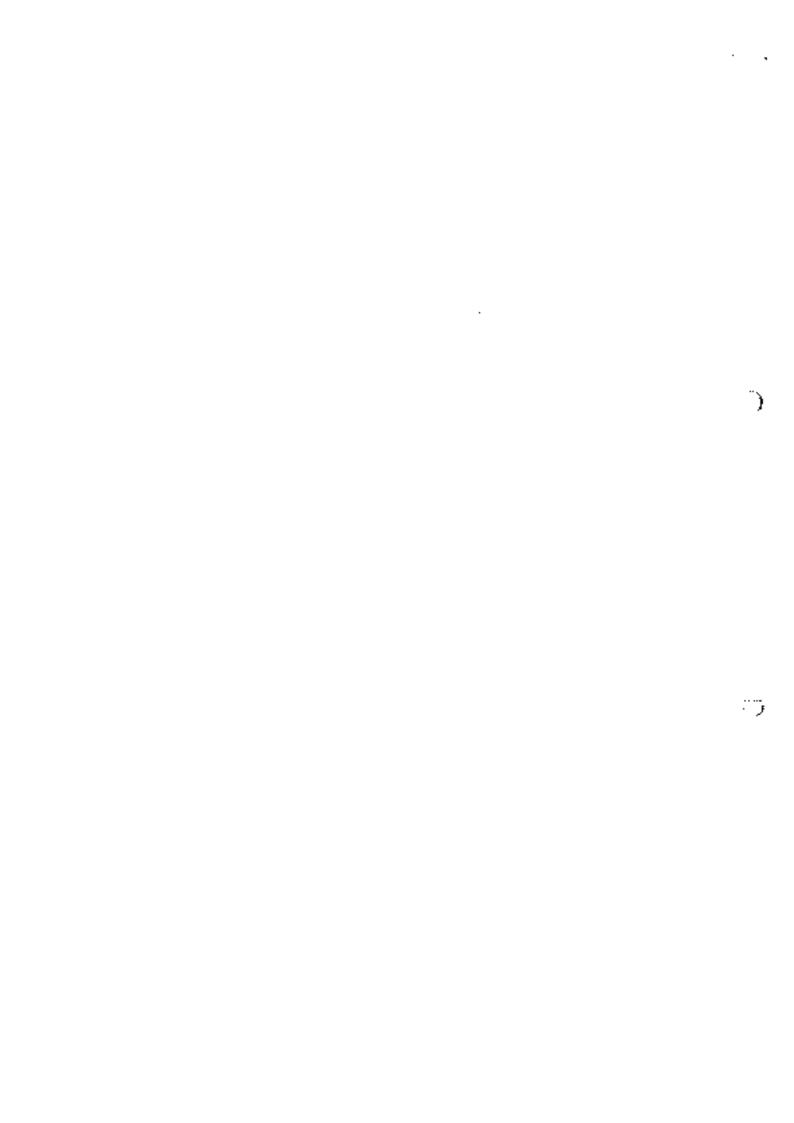
Associate Analyst

Description	(Rs. per month)	Annual (Re. por Annum)
Ваяк Рау	#,500	114,000
House Rant Allowance (HRA)	4,750	57,000
Special Allowance is 8 to	4,805	57,660
Leave Travel Allowance2	950	11,400
Differential Anomance	3,079	36,948
Neal Card3	2,200	26,400
Employer's contribution to PF	1,860	11,600
Total Salary (in Re.)	27,084	325,008
Variable Bonus*	You are eligible for a performance (roked variable bonus, it will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business	
Medical Insurance Premium*	3,014	36,167

The Vaciable Borus will vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The distursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of their year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....



Deloitte.

Dalokto Concelting India Privata Limited Salarpuria Softzone, Sy. No. 30/1, 81/1 & 81/2, Bellandur Village, Yarthur Hobli, Bengaluru South Taluk, Outer Ring Road, Sengaluru - 360103, India

> Tel: +91 080 6755 500e/ +91 080 6755 4000 www.deluitte.com

Dec 13, 2022

Ms. GOUSTYASABAH HONNALLI #49,215tcross,Bagalagunte, Bangalore, \$50073 Locks

Subject: Offer of Employment

Dear GOUSTYASABAH

HONNALLIK:

On behalf of **Deloitte Consulting Endia Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst based in Bengaliuru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with overyone you met and we are excited with the prospect of you joining our organization on February 5, 2023.

Your immediate manager will communicate details of your role and work responsibilities in the mitial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skirls and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a fotal Salary of Re./* \$25,006/- and, will be eligible for a performance traked variable burius. At your level, the variable burius apportunity could range from 0-10% of your total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation invakion are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of Re./s 25,000/- subject to your reporting for full-time employment on February 6, 2023. This amount will attract applicable taxes and will be precessed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within 12 months of your start date.

You may also receive additional benefits, uncluding and not limited to, in cash and/or in kind and/or as reimbursement, which may could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employee, subject to the applicable taxes, policies and practices of the Employee.

Your employment with us will be governed by the Terms and Conditions as detailed in Annexure B, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be emended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Celoitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other mothers. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annexure B.

Your compensation details are confidential, and you may discuss it only with the undersigned in cash of any disflication. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on February 6, 2023, or an alternative mutually agreed upon date.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Nor Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and superseces all other prayous or

Contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift timings are between 8:30 pm - 6:00 am in Nyderabad; 9:00 pm 6:00 am in Gurugram and Bengaluru.

This latter and Deloitte Consulting India Private Limited employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

COUSTYASABAH HONNALLI, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

DEX II	-yar4s,
	DocuSpeedby.
By:	Chandra Shekar Hegganur Shinaram
	Signature

For Deloitte Consulting India Private Limited

Authorized Signatury

Acceptance

, GOUSIVASABAH HORMALLI, haveby accept the terms and conditions of this employment offer,			
Please sign and date your Acceptance			
Signature	Date		

Annexure A

Ms. 60051YASABAH HONNALLI

Associate Analyst

}

Description	(Rs. per month)	Annual (Rs. per Annum)
Basic Pay	9,500	114,000
Nouse Rent Allowance (HRA)	4,750	57,000
Special Allowancess & sp	4,80\$	57,660
Leave Travel Allowance2	950	11,400
Differential Allowance	3,079	36,948
Meal Card3	2,200	Z6,400

êmployer's contribution to PF Total Salary (in Rs.)	1,600	1,600 21,600	
	27,084	325,008	
Variable Bonus+	at the end of the fiscal year, as app	You are eligible for a performance linked variable bonus. It will be paid out at the end of the fiscal year, as applicable and on the basis of your individual performance and performance of the business.	
Medical Insurance Premium4	3,014	36,167	

*The Variable Bonus with vary, primarily based on your individual performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally accessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer pror to March list mile assessed for the fiscal year ending in May. The districtment of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, thirting the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March list to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end raview ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the distursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Annexure &

¹AB employees may daim tax exemption, subject to tax rules from time to time, from their Special Abovence component, expenses incurred towards communication and Fuel & Maintenance Expenses as per eligibility mentioned below:

Employee Lavel -Associate Analyst ¹⁸Communication Expenses

10 Fuel Expenses

Only one Post paid mobile, one Land Phone and One Internst connection claimed. Patrol / Driver / Insurance / Repairs & Maintenance bill(s) can be

Rs./43/000/- per month

Rs./17,500/- per month

the For distining vehicle running expenses (fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under, the above limits will be applicable for all those who are on company car lease.

The program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perguisite valuation rules.

Nature of Expenses	Own Vehicle - Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		
	<≖ 1600 cc	> 1600 cc	Two Wheelers
Fuel 8. Maintenance	Rs. 1,800	Rş. 2, 4 00	Rs. 900
Ortiver's Salery	Rs. 900	Rs. 900	Not opplicable

All employees at and above Senior Staff are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compansation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

Regd. Diff.: Place 4, Debutte Tower 1, Survey Sto. 42, Godhilovili Village, Rongo Reddy District, Hyderabad - 700602, Triangums, John GST Reg No. JAAASCOOGSTEHLEY CDs. U72500TG3006FTC039976

¹⁸ The internet/telephone/mobile bills should be in the Employee's name.

- The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expanses incurved by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA. Form.
- Meal Card amount will be credited at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.
- Annual floating Nedical Insurance Coverage for self and 6 dependents is being poid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employee, subject to the applicable taxes, policies and practices of the Employee:

By joining the Company, you will become a member under the 'Deloitte US1 Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original hills towards the above components should be submitted during the income Tax fiscal period evidencing the expenditure to get income Tax exemption, failing which the same will attract applicable income Tax.

Submission of false, tampered or altered bits as proof of expense for any of the above comportents will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the provailing tax laws. This may change from time to time in line with the emendments done in tax laws.



GOUSTYASABAH HOHNALLE K

Bengaluru

Annexera 6

Non-Electorure, Non-Solicit and Intellectual Property Rights Assignment Agreement ("Employment Agreement")

In consideration of my employment by Deloitte Consulting India Private Limited, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered effice Safarpurta Softzone, Sy. No. 80/1, 81/1 & 81/2, Bellandur Village, Varithur Hobil, Bengaluru South Teluk, Outer Ring Road, Bengaluru – 560103, India (the "Employer") as Associate Analyst and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

- 1. Defined Forms. The italicized terms in this agreement (the "Employment Agreement") are defined in Exhibit A hereto.
- 2. Pro-existing Agreements or Arrangements. I warrant and agree that I have listed on Exhibit B all Pre-existing Agreements or Arrangements. The Employer expects me to abide by all restrictions or obligations that are contained in such Pre-existing Agreements or Arrangements and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my Employment. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer's offer of Employment or my becoming, and serving as, Associate Analysis of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government, decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. Reporting of Proceedings. Except as provided by law and except as I have disclosed in writing on Exhibit C to this Agreement, I represent and warrant that I have no Proceedings to report. Should I become a subject of any

Regd. C4T: Phor 4, Delotte Tower 1, Survey No. 41, Gachtback Nikoge, Ronga Reddy Charles, Hyderaback - 300032, Talangara, sasta GST Pag No. 364ABC00476H1ZT - CIN- U72900TG20004TC039976 Proceedings during my association with the Employer, Lagree to immediately report, in writing, all relevant facts to the Chief Falent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compilance Officer of Deloitte LLP, I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.

- 4. Contidentiality. I acknowledge that, by virtue of my Employment, I will acquire and be exposed to, have seeess to, make use of and/or create Confidential Information. Therefore, I agree to find in trust and confidence all such Confidential Information. I will neither disclose any such Confidential Information to anyone outside a Deloitte Entity without the prior written approval of an Authorized Signatory, except as required by my authorized duties for the Employer, nor use any such Confidential Information for any purpose other than for the benefit of a Deloitte Entity.
- 5. Third Party Information and Property. I agree that during my Employment, I shall not use undisclose any confidential information or intellectual property of any former employer or utility person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an Authorized Signatory. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the Defolte Entitles become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the Defolte Entitles for any legal defense costs and/or damages related to any such claim.
- 6. Authorisation. Only employees of the Employer holding a senior or managerial position with the employer will be authorized by a specific authorization, delegation, or power of attorney to sign logal documents, representing the Employer Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client related projects etc.
- 7. Competing Activities and Conflict of Interest. During the period of my Employment I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a Dekokir Enkiry, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a Dekokir Enkiry, or otherwise create a conflict, or the appearance of a conflict, or interest with a Dekokir Enkiry. Such conduct shall include, but not be limited to, herving an undisclosed financial interest in any vendor or supplier of a Defotite Enkiry, accepting payments of any kind or gifts other than of a nominal value from vendors, chents or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a Dekokie Enkiry, and which creates a conflict of interest, I represent and warrant that I am not currently awars of any present or past violation of this provision.
- 8. Authorization to Access Systems and Electronic Contournications and use of Deloitte Property. I understand that while employed with a Deloitte Entity, I will use and have access to the Systems. I also acknowledge that a Deloitte Entity has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my Electronic Communications and information from (or about) me and the content, without notice to me, and that such Electronic Communications are considered part of a Deloitte Emity's business and client records and are not to be considered private or personal to me or any other Personnel. I further acknowledge that this right extends to Electronic Communications transmitted for either a business or personal purpose.

I agree that I am authorized to access the Systems only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or Systems performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal Electronic Communications and, as such, are Deloitte Property.

I further acknowledge that I am not authorized to use the Systems for personal gain or any illegal of unethical use. I agree that under no circumstances am I authorized to euces any of the Systems for the purpose of obtaining Delokte Property for a competitor of a Delokte Entity, transmitting Delokte Property to me (e.g., emailing Confidential Information to my personal email address) or to a third party for purposes other than furthering the business objectives of a Delokte Entity. I am not authorized to download a Delokte Entity's Confidential Information or other Deloktin Property to removable media such as a CD Rom, disk or thumb tinve other than as authorized for furthering the business objectives of a Delokte Entity.

I will be responsible for the safe keeping and return in good condition and order of all the Deloitte Property that may be in my use, custody, care or charge. For the less of any Deloitte Property in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal, action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. Security. I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personne on demand and at all times within the office premises.

10. Ownership of Works.

- I agree that the Employer owns all rights, title and interest in and to all Works.
- b. I agree that all Works are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all Intellectual Property Rights therein vest automatically in the Employer upon creation of the Works. I agree that, to the extent any Work is held not to be a work made for hire, I hereby irrevocably assign all Intellectual Property Rights in the Work to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.
- c. I will at all times, even after termination of my Employment, do whotever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any Works to the Employer or to assist the Employer in pursuing, remaining, extending or assigning any Intellectual Property Rights, and otherwise perfecting, protecting and enforting said Intellectual Property Rights in, any Works. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such Works and Intellectual Property Rights therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any Works.

I also agree to assign all my right, title and interest in and to any particular Works to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to ext for and in my behalf to execute, varify and file any such documents and to do all other lawfully permitted acts to further the purposes or the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whotsoever, which I now or may hereafter have for infringement of any Works essigned hereunder to the Employer.

- d. Ouring a 12 month period after termination of tray Employment, I agree that any Intellectual Property I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using Coloitte Property, is a Work that is subject to Paragraph 10 (b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting Intellectual Property of the Defoitte Entitles.
- c. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any otherform that may be required by the Employer) of all Warks developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.
- 11. Pre-existing Creations: Personal Creations. My obligations in Paragraph 10 do not apply to Pre-existing Creations and Personal Creations. I warrant and agree that I have listed on Exhibit 8 all Pre-existing Creations. I acknowledge and agree that I will not assert any ownership rights against the Deforte Entities, or their respective clients, with respect to any Pre-existing Creations unless they appear on Exhibit 8, and Exhibit 8 has been accepted and agreed to by an Authorized. Signatory who has signed at the bottom of such Exhibit 8. I further agree that I shall not use any Pre-existing Creations or Personal Creations in connection with my Employment, To the extent that I use any Pre-existing Creations or Personal Creations in connection with my Employment, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an Improvable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such Pre-existing Creations or Personal Creations for any purpose lackuding, but not limited to, client engagements.
- 12. Post- Employment Restrictions rel Clients. I acknowledge that, because of the nature of my work for a Deloitte Entity, my solicitation or serving of certain clients related to my work for a Deloitte Entity would necessarily involve the unauthorized use or disclosure of Confidential Information, and the proprietary relationships and goodwill of the Deloitte Entities, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another Deloitte Entity with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independencemented requirement of a regulatory body. Accordingly, during the period of my Employment and for a period of one year thereafter, I will not, directly or indirectly, solicit or provide services to any existing client of a Deloitte Entity with which I had personal contact and provided services during the two-year period prior to termination of my Employment.

Popil Off.: Plant 4. Calotte Tower I, Sorrey Ho. 41, Gadrisons Villige, Range Rendy District, Hydersbed - 500132, Telangene, India

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Deloitte.

Deloitte Consetting India Private Limited Selerguria Softzone, Sy. No. 80/1, 81/1 & 91/2, Bellandur Village, Verthur Habil, Beagaiuru South Taluk, Cutar Ring Road, Bengaluru ~ 560103, India

Tel: +91 080 6755 5000/ +91 080 6753 4000 www.feleitte.com

Dec 14, 2022

Ms. Astrofoi N No 625 2Md Mein Muneshwara Badavana Laggere, Bangalore, 560958 Troffe

Subject: Offer of Employment

Dear Ashvirá N:

On behalf of perolitie Consulting India Private Limited (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as Associate Analyst based in Sengaluru.

We extend this offer, and the opportunity it represents, with great confidence in your shifties. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on returning 6, 2029.

Your invinedable manager will communicate details of your role and work responsibilities in the Initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a folial Salary of Re./7 325,066/- and, will be eligible for a performance lanked variable bonus. At your level, the variable bonus opportunity could range from 0-10% of your fotal Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

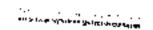
As an incentive to join the Company, you are eligible to receive a joining bonds of #4./* 25,000/- subject to your reporting for full-time employment on February 6, 2023. This amount will attract applicable taxes and will be processed as part of your first month's payrols. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for causa by the Company within 1.2 months of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursament, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in Annabure 8, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to (ime. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in Annabure 8.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any darkitection. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on February 6, 2023, or an alternative mutually agreed upon date.

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Annextere &

Ms. Ashwini N

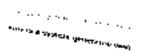
Associate Analyst

Description	Monthly (Rs. per month)	Annasi (Rs. per Annam)
Basic Pay	9,500	164,000
House Rent Allowance (HRA)	4,750	57,900
Special Allowance is \$ 16	4,805	57,660
Leave Travel Alburance?	950	11,400
Differential Allowance	3,079	36,948
Meal Card3	2,200	26,400
Employer's contribution to PF	1,800	21,600
Total Salary (In Rs.)	27,084	325,008
Variable Bonus*	You are aligible for a performance lin at the end of the fiscal year, as appli actividual performance and performa	ked variable bonus. It will be paid out cable and on the basis of your uses of the business
Medical Insurance Premium#	3,014	16,167

*The Variable Bonus will vary, primarily based on your individual performance and the performance of the business, during the imployer's fiscal year which is June through hisy, Your performance will be formally essessed as a part of the Employer Performance Review Cycle Process. At your level, the variable busins apportunity could range from 0-10% of your lotal Salary. The actual paid amount will vary depending upon the business and undividual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer, during the Annual Incentive Program payout cycle for the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid during the Annual Incentive Program payout cycle of that year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

Contd/-....

Regd. CR.: Ritor 4, Delottle Torser 6, Survey No. 41, Charatteris Village, Runge Reddy District, Hydoronad - 503010, Yehingama, Inch. CST Reg No. 56A85C00426H22T CM: U72900TG2000FTC929976



Annexure A

AR employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Fuel B. Maintenance Expenses as per eligibility mentioned below:

Employee Lovel -Associate Analyst 18 Communication Expenses

¹⁵Fuel Expenses

(inly one Post poid mobile, one Land Phone and One Internet connection bill(s) can be claimed. Petroi / Driver / Insurance / Repairs & Maintenance

Rp./**\73,000**/- per month

R4./47,500/- per month

¹⁶ For claiming vehicle running expenses (Fuel / Repairs 6. Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car, in case of company leased car, taxability would be as per the current parquisite valuation rules.

Nature of Expenses	Own Vehicle	-Махілька Тах ехельжен іго	all per morath
	4 Wheelers (Engine Capacity)		
	<= 1600 oc	> 1600 oc	Two Wheelers
Fuel & Maintonance	Rs. 1,600	Rs. 2,400	Rs. 900
Oriver's Salary	Rs. 900	Rs. 900	Not applicable

All employees at and above Senior Staff are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will superseduct this letter for all practical purposes.

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By joining the Company, you will become a member under the 'Delokte USI Employees Welfare Trust' and may be required to make a nominal contribution as a member.

Original bits towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get income Tax examption, failing which the same will attract applicable income Tax.

Submission of faise, temperad or altered bills as proof of expense for any of the above commonants will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tex laws. This may change from time to time in the with the amendments done in tax laws.

La The internet/telephone/mobile bills should be in the Employee's name.

² The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses included by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA form.

³ Meal Card amount will be created at the start of each month and for the first month (For New Hires) provided at mount will be processed as plant of payroll. If not collected, it will be processed as a taxable amount with the salary.

Annual Figating Medical Insurance Coverage for self and 6 dependents is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.



This effer laster, together with the Annexures described heron, and the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement, the Information Security PoAcy (which you are required to sign upon (string), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes at other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Delorite India (Offices of the US) provides its professionals with home pick-up and drop transport services within pre-defined boundary if their shift beings are between 8:30 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Hyderabad; 9:00 pm - 6:00 am in Gurugram and Bengaluru.

This retter and Delotte Consulting India Private Limited employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Ashmini, everyone you have interviewed with joins me in extending to you congrutulations and warm regards. We look forward to you joining our team.

Sincerely,

For Delotte Consulting Endio Private Limited Best regards,

By:

Chandra Shekar Hugganur Shinaramu

Signature

Authorized Signatory

Acceptance

I, Ashwini, hereby accept the terms and conditions of this employment offer.

Flansa sign and date your Acceptance

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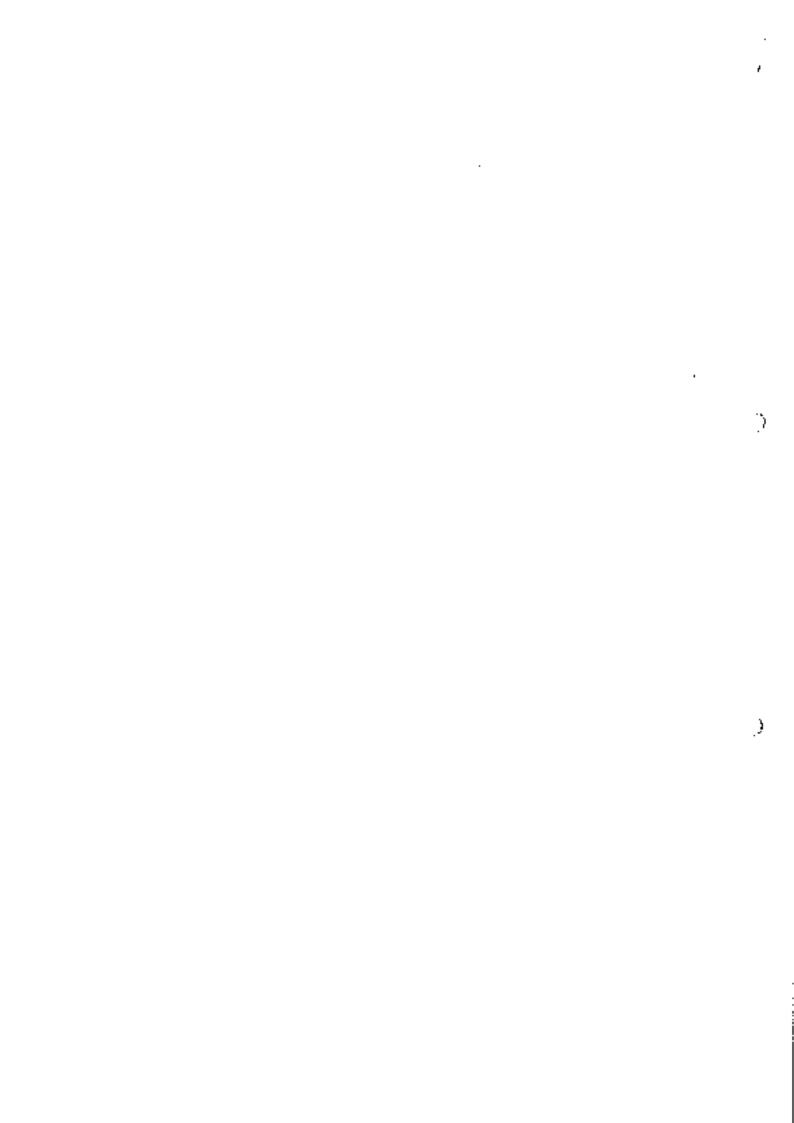
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Dec 14, 2022

Signature

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Date





Cappemint Technology Services India Limited , (Formerly known as ICATE Global Solutions Limited). If 1, IT 2, Airol MIDC, Thane - Belapur Road, Navi Mumbal 400706, Maharashtra, (ndia "al: +91 22 7144 4283) Fax. +91 22 7141 2121 www.cappemini.com/ln-en

Superset ID: 1387924

Letter of Intent ("LOF")

Dear Hemalatha P.

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With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of Analyst and A3 with Cappemint Technology Services India Limited (hereinafter referred to as "Cappemint").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The tinal Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma exemination.

The date of joining and the location of posting will be purely based on business requirements of Cappennini. Cappennini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Cappennin.

Upon eccepting this LC4, you will be provided access to the ADAPT (Accelerated Digital Aid for Preonboarding Telent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Cappenins and the successful completion of the same is a prerequisite for joining Cappenini.

It is very essential that you effectively leverage this pletform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.



Upon joining Capgemini,

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- You are expected to enter into an employment agreement with Cappenini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Cappenini.
- You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
- Ourning your probation you may be required to undergo deseroom trainings for such duration as deemed necessary by Cappernini and your performance will be evaluated periodically during such training period

Capgement reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitale to contact fresherhing.in@capgemini.com, please ensure below format of small subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: Query on LOI -Superset ID 1387924
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: Query on On-Boarding - Superset ID 1387924
- In case of any other query, write to use with e-mail subject as: Other Queries- Superset.
 ID 1387924

Thanking you, Yours Sincerely. For & On Behalf of Capgemin!

Tejinder Setivi Head - Fresher Hiring

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ANNEXURE 1

Hemalatha P Associate and A3

You will be under probation for six (6) months from yourdate of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only). On completion of 1 years service from your date of joining, you will receive a fixed incentive of INR25,000 (Rupees Twenty-Five thousand only)

Based on your Date of Joining, your compensation shall bepaid monthly. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi Head • Fresher Hiring

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Regal Chice: Purse Historiadis Regal, Office No. 14, Rayy Gardia inforech Peck, Pilipierradi Phase 10, MIDC SEZ, Villege Men. Talluke Mujshi, Purse - 411057, Maharashitia, India, Tel; +91 23 6699 1080 | Fax: +91 20 6899 5050 | CIN: USS110PN1883PLC145950 Page 3 of 3 _)



Cangemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
(F 1, IT 2, Airol MIRC, Thane - Belapur Road,
Navi Mumbai 400708, Mahareshira, India.
Tel; +91 22 7144 4283 | Fax. +91 22 7141 2121
www.capgamini.com/in en

Superset ID: 1387924

Letter of Intent ("LOf")

Dear Hemaletha P.

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With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of Analyst and A3 with Cappernini Technology Services India Limited (heremafter referred to as "Cappernini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemint.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Cappernini. Cappernini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Cappernini

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Ald for Preonboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The fearning will be a self-paced journey inclusive of essignments, assessments and weblinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this pletform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon Joining Capgemini,

- 1 You are expected to enter into an employment agreement with Cappenini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Cappenini.
- You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
- During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Cappennini and your performance will be evaluated periodically during such training period

Cappemini reserves the right to decide the continuance of your further training and your employment depending on your parformance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, all our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter,

We look forward to hearing from you. Should you have any query, please do not hesitate to contact tresherhiring.in@capgemini.com, please ensure below tormat of email subject -

- For quenes on Letter of Intent (LOI), write to use with e-mail subject as: Query on LOI -Superset ID 1387924
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- In case of any other query, write to use with e-mail subject as: Other Queries- Superset
 ID 1387924

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Thanking you. Yours Sincerely, For & On Behalf of Cappernine

Tejinder Sethi Head - Fresher Hiring

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ANNEXURE 1

Hemalatha P Associate and A3

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Based on your Date of Joining, your compensation shall behald monthly. The Company shall deduct lax at source at the time of making payment

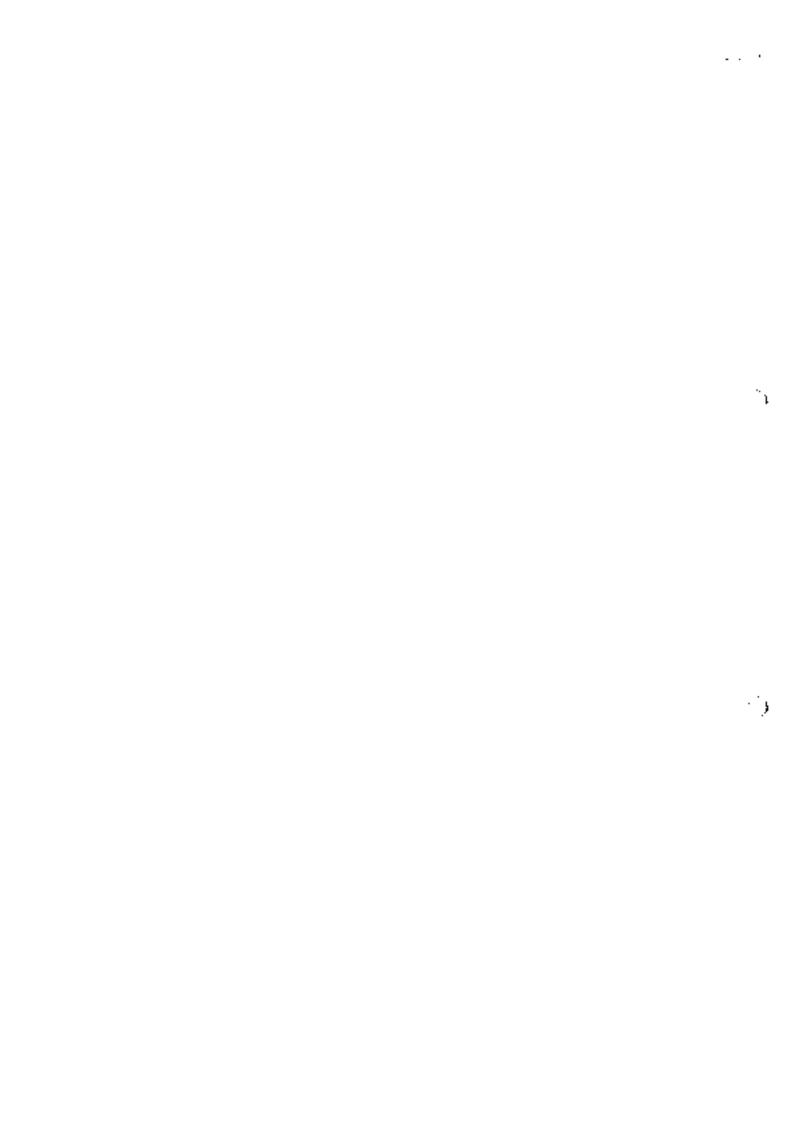
For & On Bahalf of Capgemini

Tejinder Sethi Head - Fresher Hiring

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Regd Officer, Punie Haujewedé Regd. Office No. 14 Rajly Gendril Infatech Park, flinjewedi Phase III, MIDC SEZ, Village Man, Taluké Mulshi, Pyne - 41/057, Maharashtra, India Tel: #91 20 6600 1000 | Fax: +91 20 6699 5050 | CIN: U96/100N1993Pt.C145950 Page 3 of 3





Capgern ni Technology Services India Limited (Formerly known as IGATE Global Solutions Limited) IT 1, IT 2, Alrol MIDC, Thane - Belapur Road, New Mumbal 400708, Maharsehtra, India. Tel: +91 22 7144 4293 | Fax: +91 22 7141 2121 www.capgernni.com/in-en

Superset ID: 2299835

Letter of Intent ("LOF")

Dear Ashwithe U.

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With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of Associate and A3 with Cappennini Technology Services India Limited (hereinafter referred to as "Cappennini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgernini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final samester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini, Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LO1 you will be provided access to the ADAPT (Accelerated Digital Aid for Preonboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for Johning Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Cappemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized cartifications to accelerate your career in this competitive industry.

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Cappemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

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We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not heattate to contact fresherhiring.in@capgemint.com, please ensure below format of email subject.

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- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: Query on On-Scarding - Superset (D 2299835)
- In case of any other query, write to use with e-mail subject as: Other Queries- Superset
 ID 2299836

Thanking you. Yours Sincerely. For & On Behalf of Capgemini

Tejinder Sethi Head - Fresher Hirley

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ANNEXURE 1

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Ashwitha U Associate and A3

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Based on your Date of Joining, your compensation shall behald monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Cappemini

Tejinder Sethi Head - Fresher Hiring

Regd Office: Fune Hingewood Regul Office No. 14, Rajiv Gardin Infotech Park, Idnjewadi Phase Ni. MIDC SEZ. Villago Man. Tatuka Mutahi, Pune - 411057, Majarashtra, India. Tel: +91 20 8689 1000 | Fax: +91 26 8699 5050 | CIN L05110PN1990PLC145660 Page 3 of 3



CGI

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Dear Sonal S Nazre.

Thank you for exploring career opportunities with CGI. You have successfully completed our initial selection process and we are pleased to inform that you will be eligible for an employment offer with CGI subject to completion of the Future Talent Training Programme and other conditions as detailed below. Your selection is based on your profile and performance during the initial selection process. You will be offered the position of Associate Software Engineer and your gross compensation will be INR 302000 per annum. The gross compensation mentioned is exclusive of Profit Participation Plan (PPP), Share Purchase Plan (SPP) and Billable Allowance. A detailed compensation break-up, date of joining and work location will be shared in your offer letter upon the successful completion of the Future Talent Training Programme.

The 'Future Talent' Training Programme is intended to:

- help fresh graduates project ready professionals aligned to the Skill Lidia philosophy supported by CGI;
- strengthen fundamentals of computer science, up-skilling on certain technologies in an environment designed to simulate actual project work;
- enable working in a team either physically at the designed location or in a virtual work
 environment depending upon the business needs.

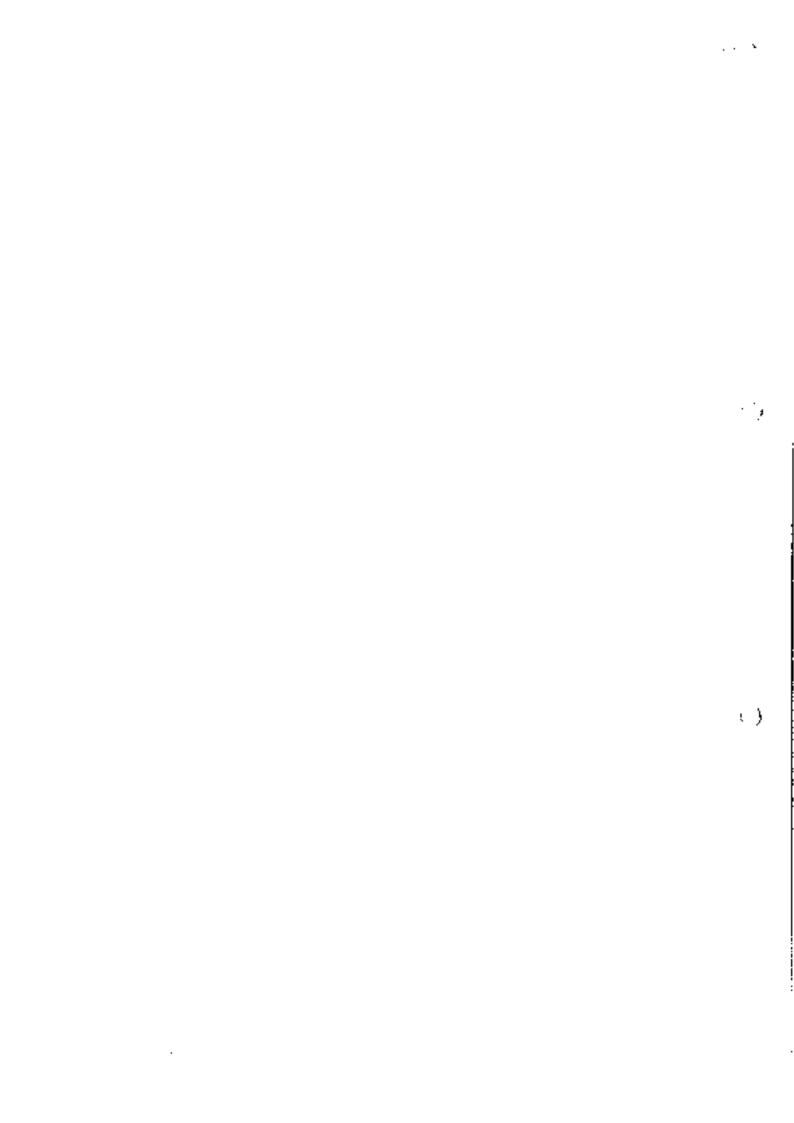
The duration of the training with be for approximately 3-8 weeks with quality gate assessment at the end of the said 3-8 weeks. The training confoulum, location and mode of training shall be notified to you prior to the commencement of the Training Programme.

The training will be provided at no cost and you will to make your own arrangements and bear all expenses relating to your participation in the Training Programme, including but not limited to cost of accommodation, transportation, internet and telephone, etc...

You will be subject to periodic module assessments and milestone-based assessments throughout the Training Programme. The results of the assessments will be informed to you by COI at the end of the Training Programme and COI's decision in this regard will be final.

Other conditions for being eligible for employment offer, include but not limited to:

- Successful complexion of graduation with a minimum of 65% of marks and no backlog in any
 somester:
- Submission of all requisite documents as notified by CGI at the time of offer of employment;
- Submission of requisite IT certifications.



You agree to comply with all instructions for completion of the Training Programme as communicated by CGI from time to time during the course of the Training Programme. CGI reserves the right to suspend, terminate or withdraw the Training Programme at any time without any prior notice. More details of the Training Programme will be shared with you upon acceptance of the terms herein and your enrollment as a Participant in the Training Programme.

You acknowledge and agree that this is merely an opportunity to enroll to the Training Programme, and does not constitute employment or offer of employment or any similar relation is intended to be created.

We think you for your interest in the opportunity with CGI and look forward to your participation in the Training Programme.

Yours Sincerely For CGI Information Systems and Management Consultants Pvt. Ltd

() Rijesh Ranjan

Ritesh Ranjan Vice President

Please indicate your acceptance of the Terms above by replying to this mail within 2 days with the response "I have read, anderstood and accept the Terms of the Training Programme and agree to ablde by all instructions issued by CGI in connection with my participation".

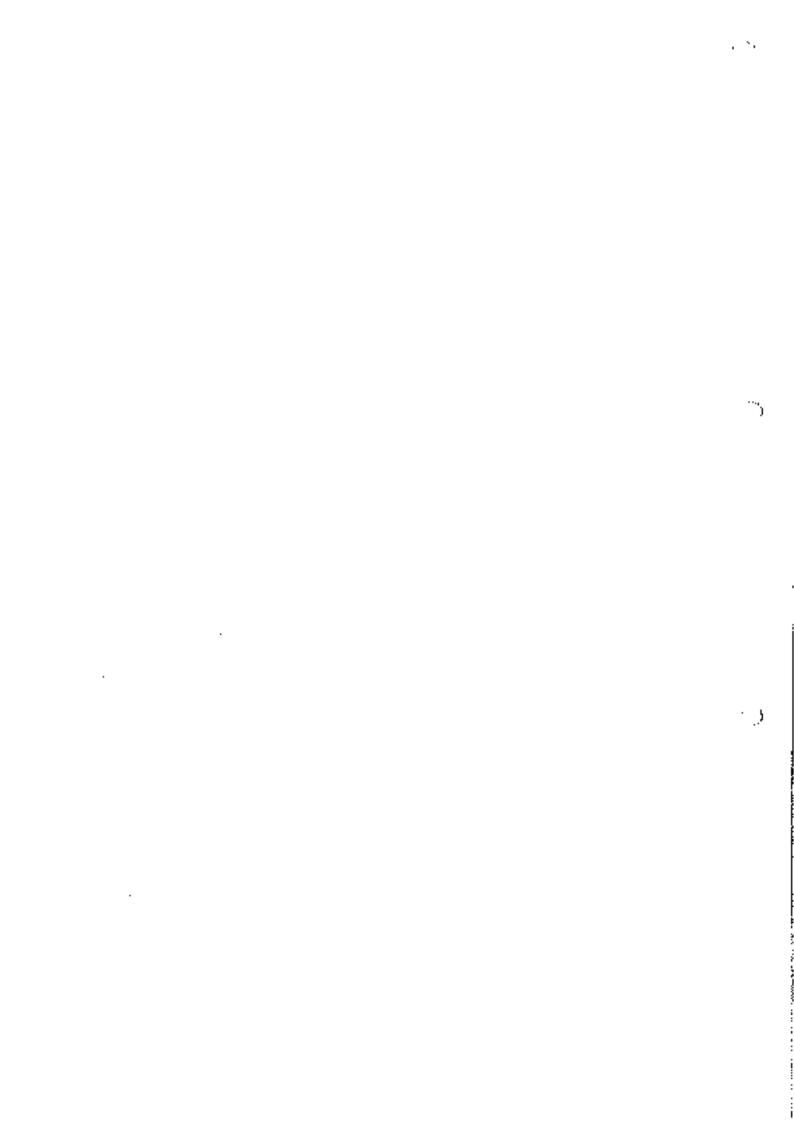
Full Name: SONAL S NAZRE

23-03-2022

Signature: (1)

Any query please reach out to

jisa john@egl.com nikhil sebastian@egi.com





Come work at the heart of change



To.

Name : Chandu Bhaktarahalli Aswathappa.

Re: Important information post vour clearance of the interview process during the Campus Visit

Dear Chandu Bhaklarahalii Aswathappa,

This contirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

Document verification and checks -Post accepting this Letter of Intent, you will have to submit certain
prerequisites / documents. The Offer release will be contingent upon successful verification of your
documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer
within 14 Days from the day you receive the Offer Letter.

At all etages of the triving process, you are expected to declare all facts honestly and act with utmost integrity white applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of intent or any subsequent offer issued to you shall stand revoked.

- Information on Accenture's Fundamental Skill Primers -Learning Module As part of providing our new Joiners a unique learning experience, Accenture proposes an online learning program - Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program, they will need to undergo
 further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shell be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning tocentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in Annexure A. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level 12.
- Proposed role System and Application Services Associate
- Annual fixed compensation for the fiscal will be INR 3,00,000; it includes allowances and statutory ;
 benefits and will be structured in accordance with the Company's policy;
- Local Variable Bonus All your career level, the maximum annual target variable pay-out is estimated as INR 25,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company (socil year.
- Maximum Annual Total earning potential 3,25,500
- Additional Notional Benefits: Gratuity as per law (if applicable) Benefits: tNR 8,000
 # Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
- Maximum Annual Total earning potential + Total Additional Benefits INR 3,33,500/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures".

BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

Date: 05/10/2022

Sanjana Subhash

C11074642

no 3, 3rd block, brothers colony, near Java school , chikkaberawara, bengakaru Baskarre\$24

Dear Sanjana Bubhash,

Based on our record discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Application Development Associate Management Level - 12 Job Family Group - Software Engineering



Please refer to:

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- Announce | for the compensation and benefits details.
- Annexure B for documentation to be submitted by you.
- Annexure III) Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached Terms of Employment effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualitying examination from your college. As well as satisfactory completion of verification and/or beckground or reterence checks, which may occur at any time pror to or after your effective start date.

Vecsion 10.0 May-2022

Candidate's Signature

Reference Id: 7efebc4c-5094-432F8ef5-8468959bf7b2_1

Signed By: MAHESH VASUDEO ZURALE

You agree and affirm that the information (personal or biharwise) shared by you at the time of registration is excutate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment bests preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials declarated and acknowledge that your employment with Accenture shall be subject to further verification of details and materials declarated by Accenture as well as any further verification deemed necessary to finalize your conditions. You shall continue to sheet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Acconture has the right to revoke the offer of employment in case of failure of verification, or if you are not meeting the eligibility criteria or at case of any misrepresentation at your end.

Your onbowring date will be internated to you over a separate in-irrability Accenture enboarding learn few weeks prior to your solical onboarding date. You will receive an essall from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our ernet and share your acceptance to join us on the etipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering life, we expect all our employees to be vaccinated. Therefore, you chould ensure to take both doses of the COVID-19 vaccina hefore onboarding, unless your second dose is due post onboarding, and in that circumstance the second gode should be taken within the government prescribed timelines.

Please hole that compliance with these promotors is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module. As you are aware that as part of providing our new joiners e-unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / essessments that were previously maintained in your faster of intent.

- The fearthis module of this program is typically made available to you to give you a reasonable time to sam at your page and comfon.
- After completing the Fundamental Stall Primer Learning, you will need to go through the Fundamental Stall Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set seniored to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of auch assessments including Primer assessment will add towards your tinel score. A min of 60% will need to be scored for successful diserance. If you are unable to score 60% in the 6tst attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the attempt gaspessments.

Your employment with Acceniure is audject to your successful completion of the Stream training program and accessments as mentioned above. If you are unable to clear the Stream training essessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer ordine modules before the Fundamental Skill primer assessment and scening 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be diligible for a learning incentive of this 10,000.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drugslecohol/autostance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of falling these lesis namely the drugslephol/actionance test. Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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

To indicate your acceptance of this Offer and Terms of Employment with Accepture, please confirm your acceptance/rejection by logging on to Accepture Recruiment Portal (https://mde.jobs.accepture.com/debalit.aspx) tising your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, but which the link will be deabled for your if we do not necessary your requires before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Arrisonare it along with the aligned copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you will Countdown to the Company-

(http://careers.eccenture.com/filerostles/countdown/Pages/wolcome-india.copx). This online, interactive welcome title will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interacting overview of Company history-as well as the on how to develop yourself (and your career) in the future.

In case you have a quary, please raise livers on https://frefacempus.accenture.com/myzone/accenture/auth/fogth

We look forward to hearing from you regarding your decision to join the Compeny, I wish you a successful career shead of you and look forward to your joining us.

Yours shronely.

ACKNOWLEDGED AND AGREED

Mahesh Vasudeo Zurale Senio Managing Director

Lead, Advanced Technology Centers, India

Sanjana Subhach

Version 10.0 May-2022

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Çandidate's Signature

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Control of Sangara to	
	Annual (INR)
(A) Annual Fixed Compensation	3,00,030/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 4.5%)	25.500/-
Maximum Annual Total seming potential(A+S)	3.25,600-
distriction of all local real controls	
Gratulty for each year of service (#x8calive and assumed value calculated at an approximation of 4.81% of annual basic)	INIR 5,000/-
Notional Insurance Pramium paid by Company	INEK 11,300X-
Mark 10 Committee to a substitution of the sub	The state
(D)#6Additional Discretionary Reimbursements	MR 12,000/- (capped at INR 1,000/- per
Annual Internet reimburgement	Priorier)
(E)Optional opportunity to participate in the Employee Share Purchase Plan	INR 4.500/- (discount opportunity with an
tamployee Share Purchase plan – lo purchase Accenture pla Class A ordinary shares at 15% discount on the fair market value	optional investment of 10% of gross pay and no strange in where price]

(A) Armual Fixed Compensation

Your ensural fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation spublishes and applicable statutory norms. Please mole the annual fixed compensation includes employed's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

As pert of your annual total cash compensation, you will be eligible to participate in the FYZZ Local Variable Bonus program (LVB). Your indicative pay-out run range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the averall terms and conditions of the LVB, including but not tention to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your individual Utilization. The Company may, at any time and in its sets and absolute discretion.

)

amend, suspend, withdraw yary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of distruspment of these pay outs and will be prorated based on your tenure in Accepture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per inclian Provident Fund (PF) regulators, membership to the Provident Fund is mendatory for ell international Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly satery will be made for Provident Fund contributions as per applicable laustregulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of finds and is subject to government approvals and preventing laws (amended from time to time). Any person destrous of such withdrawal need to comply with appearable law and procedures laid down by the authorities.

Smooths applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy.

insurance policy	Coverage for	Coverage amount	Promium paid by
Medicel	Self. Spouse/partner (if you identify yourself as leabtan, gay, bisexual and transgender) 5.2 Dependent children	INR 3,00,000/- per annum	Сопрелу
Personal Academ	Şəli	Up to 3 limes of annual fixes companiation	Company
Life	Self	Equivalent to one time of your surroud fixed compayes from with mindrum cover of IMR 5,00,0004	Сотървич
Future Service Liability	Self	Up 66 INR 20,00,000#	Company
Employee Deposit Linked Insurance (EDLI)	Set	EIR 7,05,000/- (If you contribute towards Employee Provident Fund)	Сотрану

1.Medical;

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- a) Medical insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for doverage of preadditing allments. This is as per current arrangement with our insurer and is subject to review from time to time.
- b) You have the option of availing Accenture regolasted rates to cover your perents, pureris-in-late and statings up to INR 10,00,000. A any additional child up to INR 5.00,000 under a separate travence plan. You also can avail optional Top-Up and/or Crifical litheas Policy for yourself and your dependents (apouse and 2 chaldren) up to \$NR 10,00,000. The entire premium for this will have to be borne by you. These plans allow (or coverage of pre-existing aliments. This is as per current arrangement with our insurer and is subject to

review from time to line.

v) For Permissible classes under the Medical Insurance plans detailed above, you will be required to contribute a ceffned percentage of each claim, as under:

- 10% of such claims for sell, appuse and 2 dependent children.
- 20% of such (2sims to perents, patent's in-law, stolings, and additional children under the separate insurance plan.
- Personni Accident coverage for sell, up to tives times your consult fixed compensation.
- a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself antifor your spouse. The entire premium for this will have to be horse by you.
- 3.title insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.
- a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself spottor your spouse. The entire premium for this will have to be borne by you.
- 4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with line applicable provisions of the Payment of Gratuity Act, 1972 (as may be smanded from time to arms), payoble on per the Company policy on your exit.
- #(C) Notional insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could bence be a slight difference in the actual premium amount borne by Accenture. It is your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies flod up with and will not be good to you individually. Appacable only for ourself FY and can be will always at engineer at company's discretion.
- ##(D) Reimbursements would be approved as par the policies' terms & conditions. The relimbursement errounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.
- 5 You will wise by eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounsed Hate on ACN Stock paded on NYSE.
- a) Employed Stock Purchase Pten (ESPP): The Employee Share Purchase Pten gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payrol contributions. By participating in this pten, an employee can develop his their extremities in Accenture and increase his/feet stake in Accenture's success.
- 6.Accentive provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors. Camily issues, financial concerns, retainonship problems, and even crug or legal concerns. The EAP services cover up to 5 hyperson visits, short-term counseling, confidence; socces to assessments, referrals and tollow-up service.

In addition to the above, you will also be eligible for the following benefits.

- One time relocation allowance subject to a maximum of INR 2500.007- on submession of actual supporting as per policy.
- Fransport facility, as per Company quidelines, can be availed at no cost.

Details partisining to relocation allowance will be provided to you at the time of joining the Company. In the unitially event you choose to leave the Company, or your services are terminated, before the completion of it year of employment with the Company, the relocation assistance will be construed as disblidge and payable by you and should be repaid on termination of your employment. Any dues payable by you an immirpalish will be recovered from your final settlement to the extent possible.

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

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you wrill any further communication from the Company.

OST Chase:

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

Any signing, joining, relocation or extention homes received by you will be paid along with select of the relevant or successing pay morth. This amount is recoverable as per your employment terms, if your service commitment with Assertine charge. Any such recovery or adjustment shall be made from your salary partialing to the service month before your last working day in the Company. Any shortfalls will be adjusted equalist any further an ounts due and payable to you.

Coneral Tax:

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All compensation will be paid to you after deduction of tax at source, in accompance with applicable faw. You will be solely liable for your personer tax habilities, as per applicable taw, both in India and abroad.

ANNEXURE II

Manualory documentation at the time of enboarding:

- 1.Two copies of your recent passport size photographs.
- 2.Original marksheet of all semester (PG/UG).
- 3. Original provisional degree certificate or convecation degree occilinate.
- 4.Copy of X, XII and all semester mark sheets of PG & UG De-
- Copy of Degreet? G/Diploma (as applicable) certificates.
- 6.Passport copy, if systable (it not ploses apply immediately).
- 7.Pan Card
- 8. Copy of Aadhaar Card- We request you to provide for meets by governing regulating authorities like EPFO, ESIC, labour welling Please note that by volunturily sharing your Aachaar details, you the company and which are bound by consideratiality provisions company including but not fimiled to melting vertications. Do not as well as completing KYC requirements of EPFO to necessary contributors to the regulators.

accenture

Come work at the heart of change



To.

Name: Tejsswini Ramamurthy

Be: Important information post your clearance of the interview process during the Campus Visit.

Dear Tejaswirk Ramamurthy,

This contirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just bogun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- Document verification and checks -Post accepting this Letter of Intent, you will have to submit certain
 prerequisites / documents. The Offer release will be confingent upon successful verification of your
 documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer
 within 14 Days from the day you receive the Offer Letter.
 - At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intention any subsequent offer issued to you shall stand revoked.
- Information on Accenture's Fundamental Skill Primers -Learning Module As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program - Fundamental Skill Primers. We would like to share the details of this program in advance for your case of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program: they will need to undergo further Accenture stream specific frainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be accred for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

		. 4.
		**)
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If potential new joiners are unable to complete the Accenture epecific stream training program in the given. 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Frindamental Skill Primers assessment, a potential new joiner will be allgible for a learning incentive of INP 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in Annexure A. Specific details will be monitored in your formal offer letter.

Annexura A

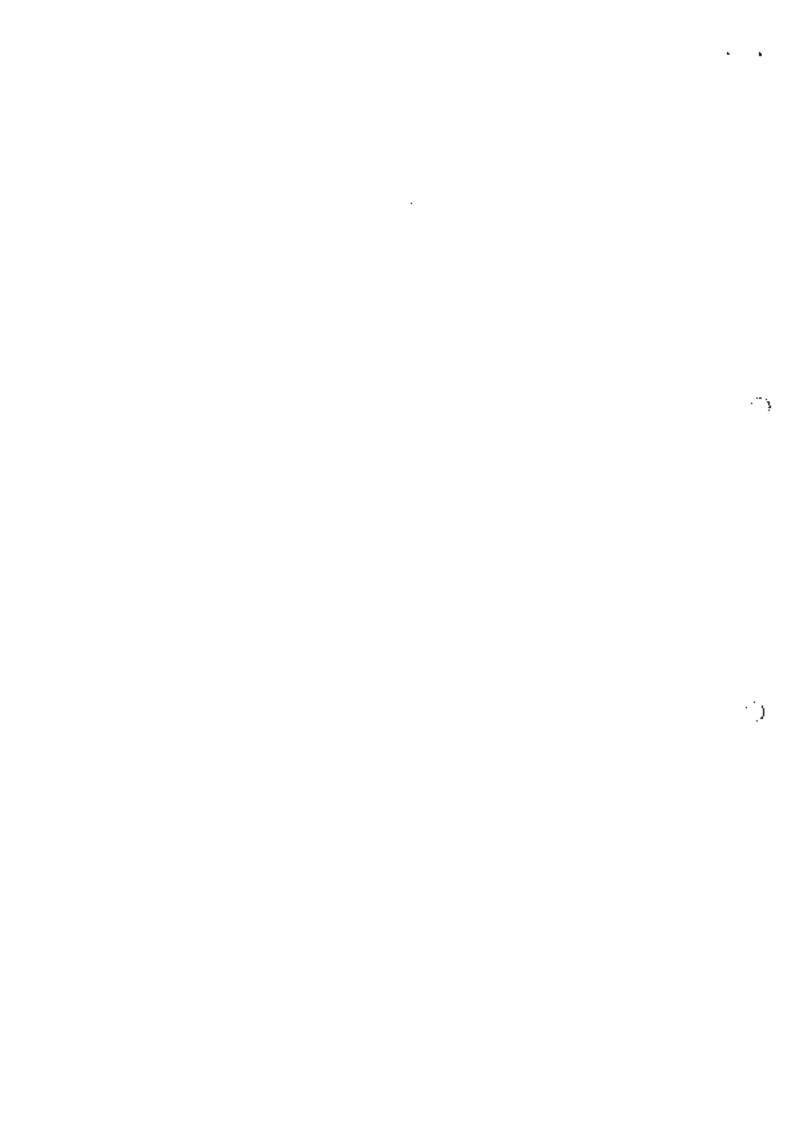
Career Level - 12

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- Proposed role System and Application Services Associate
- Annual fixed compensation for the fiscal will be BNR 3,00,000; if includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus At your career level, the maximum annual target variable pay-out is estimated as INR 25,500. The pay-out that you receive will depend but not fimited to your performance achievement and performance of Advance Technology Centers, India in the current company liscal year.
- Maximum Annual Total earning potential 3,25,500
- Additional Notional Benefits: Gratuity as per faw (if applicable) + Benefits: INR 0,000
 # Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
- Maximum Annual Total coming potential + Total Additional Benefits INR 3,33,500/ You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

18-Mor-2022

Tejasyina Ramamurthy

C10855747

#39/19 , 4th black, 9th male ,Nandini layout, Bangalore 560096

Subjects Offer of Employment ("Offer")

Dear Tejaswini,

Based on our resent discussion with you, we are pleased to extend so offer to join Accenture Solutions Per 12d. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profée - System and Application Services Associate

Managouean Level - 12



Pteasa mife: lo:

Annexure 1 for the compensation and banefits details:

Asserting II (or the documentation to be submitted by you.

Terror of Eraployment.

Your employment with Accessure will be governed by the clauses mentioned in the attached Torsis of Employment effective from your date of joining. You are required to carefully read and understand these Terms of Brophoyment before responding to this Offer. This Offer and your employment with Accessure is subject to successful completion of the qualifying examination from your college, as well as avitablesory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective plant date.

Dec 2021

Chadetele's Signature ____

You agree and affirm that the information (personal or otherwise) sharest by you at the time of registration is accurate, facuably entreet, and complex and no material information has been withheld by you. Accertain a providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that you employment with Accenture shall be subject to further verification of details and materials' decoments provided to Accenture as well as any further verification deerged necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of simployment, in case of lathers of verification, or if you are not meeting the eligibility criterio or in case of any missepresentation at your end.

Your onbust ding date will be intinuated to you over a separate s-used by Appending onbust ding tests few weeks prior to your penual conformation, date. You will receive an exact from Dabourding docuse@acochbus.com. You are expected to confirm to the same by responding to our exact poor accordance to join up on the supplement date.

At Accepture, the bealth and well-being of our people, our elients still the community is our top priority. We are also communited to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees varyinated against COVID-19. Considering this, we expect all our employees to be varyinated. Therefore, you should ensure to take both doses of the COVID-19 vaccing before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Printers Learning Module: As you are aware that an pack of providing our new jointry a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Printers, This document further cobasces and details of the learning apportunities and terms of training / assessments that were previously manninged to your Letter of Intent.

- The learning models of this program is typically made available to you to give your presented time to learn at your page and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill ser analyzed to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments beliefuling Printer assessment will said towards your fitted sever. A min. of 60% will need to be record for attracts full clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and with be required to score minimum 60% marks to clear the attempt sessessments.

Your employment with Accenture is subject to your successful completion of the Stream bassing program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause (0 outlines) in the Terms of temployment.

By completing 100% of Fundamental Skill Printer ordate modules before the Pundamental Skill primer assessment and assering 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a terming threative of TNR (0,000).

Dog 2	W2
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After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo designate oblive back to the project you are deployed. This offer and your employment with Acceptant are contingent upon you completing particular tests as per the requirements of the Company and at the distance of failing these tests namely the druggle cohol/substance test. Acceptance may, in its sole discretion, elect to terminate or suspend your employment increasities.

In the event's government body/sotherity exercising its jurisdiction and smokery power/softwarty seeks information pertaming to any superior of your employment, the Company shall provide each information to the government body/sotherity without pay notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in parameter of maturery requirements/compliance.

You may belong to this category and your details will be disclosed to these authorities.

To undicate your acceptance of this reflect and Terms of Employment with Accepture, please confirm your acceptance/rejection by logging on to Accepture Recraitment Portal (https://hodia jobs.accenture.com/default.aspx) traing your valque reference number, candidate identification (CID) and proble camber within 7 days (Seven days) from the date of this letter, post which the link will be disabled fits you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless of serval as communicated to you by the Company in writing. Parties, at the time of joining you are required to provide all documentation identified in American B along with the signed copy of this offer letter and Terms of Employments.

After accepting this Offer, we excelled you visit Connedown to the Company(http://careers.accepting.com/Microsites/countdown/Pages/welcomo-india.aspx). This ordine, interactive welcome size with help you
successfully survigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company

In case you have any feedback/ suggestion or have say query, (set free to write an e-mail to <a href="http://indiacompus.accentare.com/reyzone/accentare/com/soccentare/com

We look forward to bearing from you regarding your decision to join the Company. I with you a successful enteer alread of you and look forward to your joining to.

Vours sincerely.

ACKNOWLEDGED AND AGREED:

Mahesh Vasudeo Zurale

Senior Menaging Director Lead, Advanced Technology Centers, India

Tejaswini Ramamurthy

Date:

Dec 2021

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history-as well as tips on how to develop yourself (and your career) in the future.

Candidate's Signature _____

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total cash compensation structure as per the Company guidalines is:

Total Cash Compensation Hiements		
	Annual (INR)	
(A) Amount Fixed Companisation	3,00,000	
(B) Local Variable Bonus (LVB) carning potential (at maximum 8.5%)	25,500	
Maximum Annual Total saming potential (A∱B)	3,25,500	
(C) And bond National Benefits		
# (C) Gratuity as per law • Benefits	8,000	
em in All Order Lating Content and All Committee to by 2 Garafity, Alabasa	1281.81	

(A)Annual Pixed Compensation

Your cancel fixed compensation is FNR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable stabulary norms.

Please note the amount liked comparisation includes employer's contribution to Provident Fund, or applicable.

TD9 is deducted as applicable from your income.

(D)Lecal Variable Bostes (LVB)

As part of your annual total costs compensation, you will be eligible to participate in the FY22 Local Variable Boxes program (LVB). Your indicative pay out can range from 0% to 8.5% of the promote fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, incloding but not limited to your individual performance achievements and the Compeny's performance. In addition to these two components, your LVB is also linked to your individual Utilization. The Company may, at any time and in its sole and attached discretion, nursed, suspend, withdraw vary end/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid on subject to you being an the roles of the Company on the date of disharcement of these pay outs and with the processed (sepect on your remore in Accessions India and considering the period of leave without pay during the seed finant year,

Nate: For International Worker Only*

As per Indiano Provident Fund (PP) regulations, identificable to the Provident Fund is mandatory for all International Workers. Exemptions if any, skall he as per the existing law. Please cote that since your root to the Congress (CTC) includes employee's as well as employee's countibution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable less/regulation in existence (or omendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of funds and is subject to government approvals and provailing laws (amended from time to lime). Any person desirous of such will drawal need to comply with applicable law and procedures laid down by the authorisés.

Dec 2321	4	Candidate's Signature
DEC ZIZT	4	Cativirdale 9 Syppotime

*As defined by applicable law from time to time.

Deposits applicable for current Company Financial year:

In addition to your annual total cash compensation, effective your date of joining, you will be elegible for following benefits, which will be governed by Company policy:

- Medical (assurance for self), spouse and 2 dependent children up to INR 300000/- per equals.
 - a. You have the option of expiling Accenture nagestated rates to cover your parents, parents in-face and siblings up to FNR 10000001 & any additional child up to fNR 50000001 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical places Policy for yourself and your dependents (spouse and 2 children) up to FNR 10000001. The entire premium for this will have to be borne by you. These plan after for coverage of pre-existing ailments.
 - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each chain, as under:
 - 10% of such claims for jelf, spouse and 2 dependent children.
 - 20% of such clasms for parents, parents in law, siblings, and additional children under the segurate loaurance plan
- Personal Accident coverage for still, up to three times your annual fixed compensation.
 - a) You have the option of availing Supplemental Accedent cover at Accompte negotiated rates for yourself and/or your spouse. The entire penaltims for this will have to be borne by you.
- 3. Lafe insurance coverage equivalent to one time of your natural fixed compensation with a minimum cover of INR 500000V-.

 You have the option of availing Supplemental Lafe cover at Accepture regorished rates for yourself and/or your spruce. The entire premium for the will have to be borne by you.
- Craftisty as pet The Payment of Grateity Ant, 1972.
- You will also be eligible for the Employee Stock Purchase Plant, which will provide a 15% Discounted Rate on ACN Stock (caded the NYSE.

Employee Stuck Purchase P on (ESPP): The Employee Share Purchase Plon gives the couployee an oppositunity to parellace Class A common startes in Accepture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his 7 her ownership in Accepture and instance his few stake in Accepture's success.

In addition to the above, you will also be sligble for the following benefits:

- B(C)Gratuity amount shows above is no approximation of your aligibility and the final payout of any gratuity amount will be determined
 an accordance with the applicable provisions of the Payment of Grazuity Act, 1972, or per like Company policy.
- 2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you shoose to leave the Company, or your services are toutificated, before the completion of one (1) year of employment with the Company, the relocation assertance will be construed as debt due and payable by you and should be repeal on termination of your employment. Any dates payable by you on termination will be recovered from your softlement to the extent postible.

Condidates	Comments of	

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The Company may, at any time and as its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance. Personal Accident Insurance and Life lesswares and Reporter Assestance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the company.

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

Any signing, joining, relocation or retention boats received by you will be paid along with salary of the relevant or succeeding, pay month.

This amount is recoverable as per your employment terms, if your serves executaisment with Accepture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last, working day in the Company. Any shortfalls will be adjusted against any further and other and payable to you.

Doc 2021

Condidate's Signature _____



Come work at the heart of change



Τ¢,

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Name : Chandu Bhaktarahaili Aswathappa.

Re: Important information post your clearance of the interview process during the Campus Visit

Qear Chandu Bhaktarahalli Aswathappa,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just bogun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

Document verification and checks -Post accepting this Lotter of Intent, you will have to submit certain
prerequisites / documents. The Offer release will be confingent upon successful verification of your
documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer
within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- Information on Accenture's Fundamental Skill Primers -Learning Module As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program - Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The tearning module of this program is hypically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo
 (wither Accenture stream specific trainings and assessments.)

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.



If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in Annexure A. Specific details will be mentioned in your formal offer letter.

Anciexure A

Career Level - 12

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- Proposed role System and Application Services Associate
- Annual fixed compensation for the fiscal will be INR 3,00,000; it includes allowances and statutory benchis and will be structured in accordance with the Company's policy.
- Local Variable Bonus At your career level, the maximum annual target variable pay-out is estimated as INR 25,500. The pay-out that you receive wilt depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Meximum Annual Total earning potential ~ 3,25,500
- Additional Notional Benefits: Gratuity as per law (if applicable) Benefits: INR 8,000
 # Gratuity amount shown above is an approximation of your eligibility and the first payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity ACI, 1972, as per the Company policy.
- Maximum Annual Total earning potential + Total Additional Benefits INR 3,33,500/ You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"



CampusConnect



A Unit of Test Yantra Software Solutions India Pvt Ltd.

OFFER LETTER

Dated:

cear Bindushree

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on March 20th 2023

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for Job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments on time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards:10th 12th/PUC, Degree and Govt ID proof.

This letter is valid on the date of joining mentioned in the mail. If you join on any other to the taining will not be valid. You may have to pay the fees.

OSpiters Santas Connect Team.

\$ 95136 84738 / 76191 63087

@info@compus.qspiders.com

2 01. Hayavadana Rao Rd, Basappa Layoul, Gavipuram Extn.

SPANORANIA MANAR BANKALINI KAMATAT PARA



hagid to CampusConnect



A Unit of Test Yantra Software Solutions India Pvt Ltd.

OFFER LETTER

Dated:

Dear	Amulya	

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on Morch 20th 2013

On the date of joining, we would explain you in detail the schedules.

NOTE:

)

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
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- Give everyday presentation
- Bring this offer letter on the first day with all semester marks hards-10th 12th/PUC, Degree and Govt ID proof.

this letter is valid on the date of joining mentioned in the mail. If you join on any other date [Rep training will not be valid. You may have to pay the fees.

OSpheric & Regards Connect Team.

© 95136 84738 / 76191 63087

⊗ info@campus.qspiders.com

 O1, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extr.

Kampadowda Marar Benadimi Kamataka - 540019



workles: CampusConnect



A Unit of Test Yantra Software Solutions India Pvt Ltd.

OFFER LETTER

Dated:

Des Priya Tiwari

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on . March 20 2023

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
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- Complete the given assignments on time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards-10th
 12th/PUC, Degree and Govi IO proofs

this letter is valid on the date of joining mentioned in the mail. If you join on any other date training will not be valid. You may have to pay the fees.

OSpide Campus Connect Team.

9 95136 84738 / 76191 63087

- § 01. Hayavadana Rao Rd, Basappa Layout, Gavipuram Exin.

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・特別がの CampusConnect



A Unit of Test Yantra Software Solutions India Pvt Ltd.

OFFER LETTER

Dated:

Dear Ramya Shivakumar

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on March 20th 2023

On the date of Joining, we would explain you in detail the schedules.

NOTE:

(^{**})

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
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RULES:

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- Complete the given assignments on time.
- Give everyday presentation
- Bring this offer letter on the first day with all semiester marks cards-10th 12th/PUC, Degree and Govt ID proof.

This letter is valid on the date of joining mentioned in the mail. If you join on any other date, from training will not be valid. You may have to pay the fees.

g Ospingo s Sagrip & Connect Team

© 95136 84738 / 76191 63087

- 😝 infa@compus.qspiders.com
- O1, Hayavadana Rao Rd.
 Basappa Layout, Govipuram Extn.

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		: }

Papiers CampusConnect



A Unit of Test Yantra Software Solutions India Pvt Ltd.

OFFER LETTER

Dated:

Dear Sushmitha . D

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on March 20" 2023

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
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- No other programs are included in this training module.

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- Should be ready to relocate to different cities for Job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments on time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards-10th 12th/PUC, Degree and Govt ID proof.

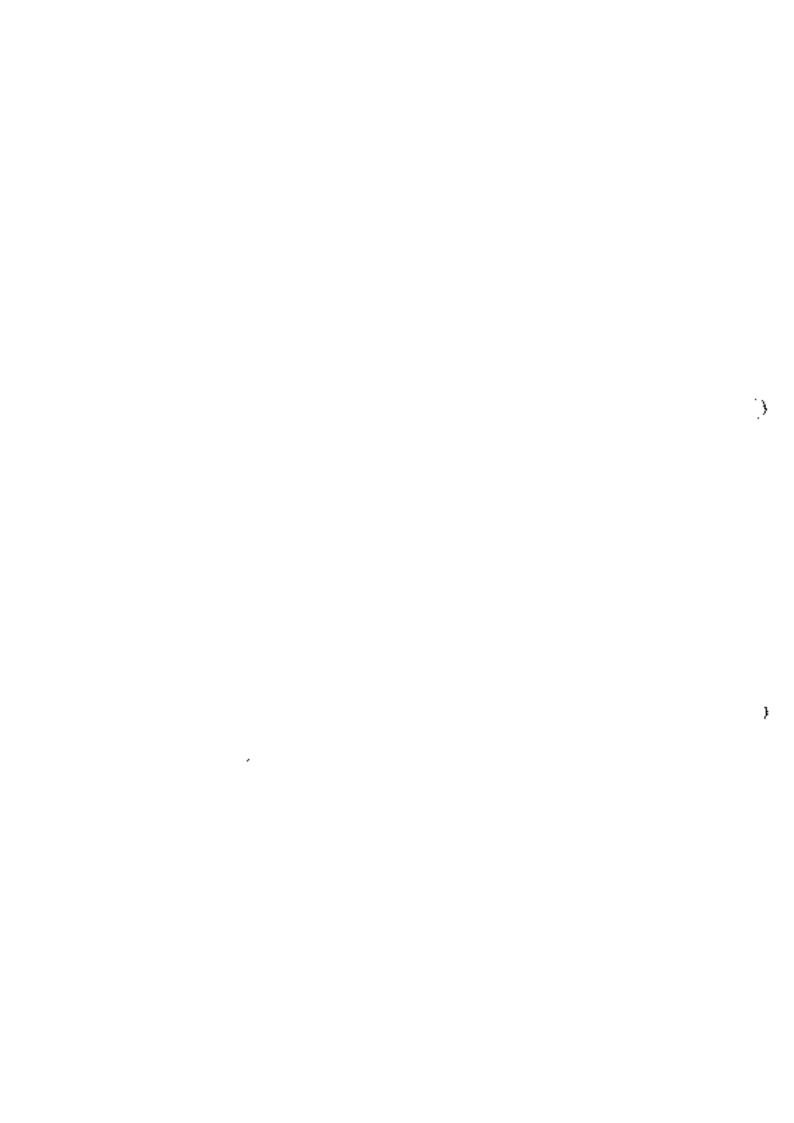
This letter is valid on the date of joining mentioned in the mall. If you join on any other date, free training will not be valid. You may have to pay the fees.

OSpitors Campus Connect Team.

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@info@campus.qspiders.com

9 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extr.



45 March St. CampusConnect





OFFER LETTER

Cated.

or H. Gowthami

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on March 20th 2023

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- No other programs are included in this training module.

RULES;

Following rules to be followed for placement activities:

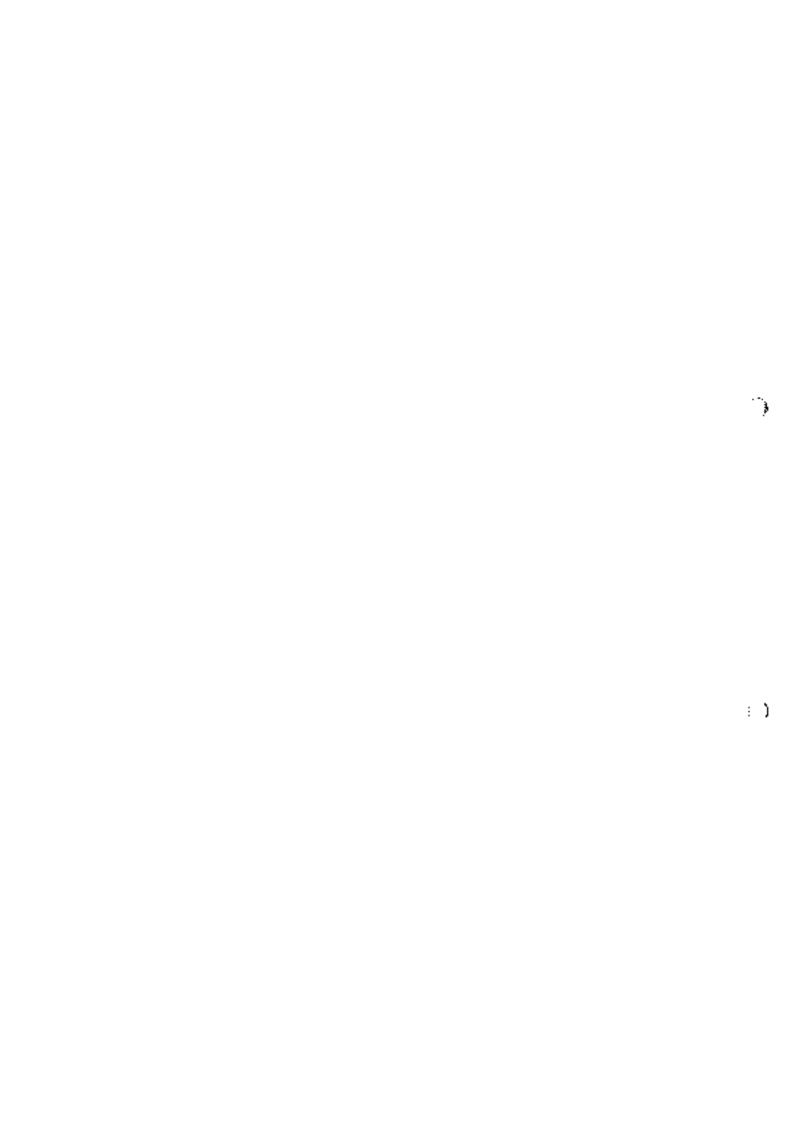
- You should have 90% attendance in class room / proctical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments on time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards-10th 12th/PUC. Degree and Govt ID proof.

This letter is valid on the date of joining mentioned in the mail. If you join on any other date, free training will not be valid. You may have to pay the fees.

QSpl**ties C**ame us Zonnect Team

© 95136 84738 / 76191 63087

- @info@campus.qspiders.com
- & 01. Hayavadana Rao Rd, Basappa Layoul, Gavipuram Extn.



Qspiders CampusConnect





OFFER LETTER

Dated:

Dear Vasuki Damodur Moger

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on Manch 30th 2023

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
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- No other programs are included in this training module.

RULES:

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- Should be ready to relocate to different cities for job / Interviews (Bangalore, Chennal, Hyderabad, Pune and Delhi)
- Complete the given assignments on time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards-10th 12th/PUC, Dagree and Govt ID proof.

This letter is valid on the date of joining mentioned in the mall. If you join on any other state training will not be valid. You may have to pay the fees.

Them is Regards

Ospiders Campais Connect Team.

\$ 95136 84738 / 76191 6**308**7

@into@campus,qspiders.com

 O1, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extn.



Qspiders CampusConnect



A Unit of Test Yantra Software Solutions India Pvt Ltd.

OFFER LETTER

Dated:

Dear Gousiyasabah Z, Honnalli

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on March 20th 2023

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months.
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- Complete the given assignments on time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards-10th 12th/PUC, Degree and Govt ID proof.

This letter is valid on the date of joining mentioned in the mall. If you join on any other was a valid on the date of joining mentioned in the mall. If you join on any other was a valid. You may have to pay the fees.

T**anga i**k Regards OSpilo**n vito in** pus Connect Team.

9 95136 84738 / 76191 63087

⊕ Info®campus.qspiders.com

 10 Mayavadana Rao Rd, Basappa Layout, Gavipuram Extr.



INFOSTS BOM LIMITED

(Formerly Known as inluses 6PO Limited) Repd. Office: Plot Nos. 26/3, 26/4 and 26/6, Hosur Road Electronics City, Bengaloru - 560 109, India

Tel : 9) 60 2852 2405 Fax : 91 86 2852 2411

Corporate Identity Number: 1/72200KA2002Pt (0030310

Wahstle: www.mfcu.ebpm.mm

13, Ison wary 2023

Letter of Intent

TOMODISMS PUSHPAR

Greetings from Infoses 8PHs

We are pleased to 40th your interest in working with "aniasys BPM Limited". Based on the evaluation of your performance during the initial selection process, the Company is issume you this "Letter of Intent" to inform you that the Company has shortisted you for the nest stage of its selection process. The details of the peop stage of the selection process will be communicated to you by the Company's الطائحة المالية

Please note that this Letter does not constitute an offer of employment and does not constitute the Company's Intent to extend you an offer of employment at any future date. This Letter only signifies your progression to the next stage of the selection process and does not guarantee your sciention with the Company. Shrigid you successfully complete the selection process, the Company may at Re sale discretion extend you an offer of employment by sending the easily to your must add set provided to the Company.

You understand that any other of employment extended to you by the Company after successful completion of the selection process would be subject to you successfully clearing your background verification as well as graduating with. ISS-QTM................................(codege/university) name). Any lattire to successfully complete the background writkation or graduate with the required qualifications shall result in will drawal of offer of employment, or restrikation of employment if you have already joined the Company.

Prior to moving forward with the selection process, there are certain terms and conditions that each condition applying for employment with the Company must be aware of, including but not limited to the following:

- A conditions selected by the Company may be assigned to work at, deputed on the transferred to any of the Company's units, departments, locations, offiliate critities or subsidiary companies, Any candidate selected by the Company is required to undestake. the responsibilities applyinged to each candidate in the haption/department/unit as may be determined by the Company.
- A candidate, if selected, is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of such documents once it decises to make an offer of employment to the considere. The candidate is required to submit each of such documents, falling which the Company may take appropriate action(s) including the withorawal of the offer of employment, or termination of employment if the candidate has already joined the Company.
- 3. A candidate has to be medically fit at the time of joining the Company, A candidate may be required to submit a medical certificate certified by a need call practitioner, in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further medical checks of deamed necessary.
- Each conditions who is made an offer of employment by the Company will be required to register on (www.nationabilitiargestry.com) before joining the Company at its own expense, falling which the Company may take appropriate action(s) including the withdrawel of the offer of employment, or termination of employment if the cardidate less already pared the Lampany,

The Company referates that this Letter is being issued to inform you that you are short-leted for the next stages of the selection. process only and does not bind the Company to any employment relationship with you or obligate the Company to make an offer of employment to you. Please ensure that you have carefully read and understood the abovement/and essential terms and conditions. while going forward with the selection process. We look forward to your participation in the further rounds of selection.

For any further clanifications, please do reach out to us at bon_campusteam@intosys.com.

Yours sinterely,

For Infosys 6PM Ltd.

Dependation that

Deperidra Mathe

SVP - Head Human Resource Development - SPH

Issued By:

Pushpa R

Signature:

Name: PUSHPA-R

Issuer's Name: uma Sharking Date: 13, Journal 2023

Lastver's Emp. No.: 426517 Location BANGALORE

Infoses BPM Ltd.

Page 1 of 1

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INFOSYS BPM (IMITED

(Formerly Known as Infosys BPO Latenach)

Regal Office: Plot Nos. 26/3, 26/4 and 26/6, Hotus Road

Electronics City, Georgalists - 500 100, India Tel : 94 00 2052 2005 Fee : 91 80 2852 2411

Corporate Identity Number: 1072/90KA2902PUCC303HO

Website : www.mfosysbom.com

Date: 13, Toronsay, 2023

Letter of Intent

TOMMMSMAN HARSHIMA.L

Greetings from Infosys BPMI

We are pleased to note your interest in working with "infosys 8914 Dimined", Based on the evaluation of your performance during the infiled selection process, the Company is issuing you this "Letter of Intent" to inform you that the Company has shortlisted you five pead stage of its selection process. The details of the next stage of the selection process will be communicated to you by the Company's пергезеннай че

Please nobe that this center does not consiliute an offer of employment and does not constitute the Company's intent to extend you an offer of employment at any future date. This Letter only segmes your progression to the rend stage of the selection process and does not produce your selection with the Company. Should you successfully complete the selection process, the Company may at its note discretion extend you an offer of employment by sending the same to your email address provided to the Company.

You understand that any offer of employment essended to you by the Company after successful completion of the edigation process names). Any failure to successfully complete the background verification or graduate with the required qualifications shall result in withdrawel of offer of employment, or termination of employment if you have already joined the Company.

Prior to moving forward with the extection process, there are certain bernes and conditions that each canditistic explying for employment with the Company must be swere of, including but not limited to the following:

- A candidate selected by the Company may be assigned to work at, deputed or by transferred to any of the Company's tetts, departments, locations, affiliate waittes or subsidiary companies. Any conditate selected by the Company is required to undertake the responsibilities assigned to such candidate in the location/department/unit as may be determined by the Company.
- 2. A candidate, if selected, is required to submit contain documents at the time of joining the Company. The Company will comprunitate to the candidate the list of such documents once it decides to make an offer of employment to the candidate. The cardidate is required to submit each of such documents, falling which the Company may take appropriate action(s) invasing the withcrawal of the offer of exactsyment, or communition of employment if the candidate has already joined the Company.
- 3. A condition has to be medically fit at the time of joining the Company, A condition may be required to submit a medical certificate optified by a medical practitioner, in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to renduct further medical cheeks if deemed necessary.
- 4. Each cardidate who is made an offer of unaployment by the Company will be required to register on (www.nationalskillsregistry.com) before joining the Company at its own expense, taking watch the Company may take appropriate action(s) including the withdrawal of the offer of employment, or termination of employment if the candidate has already joined the Company.

The Company reiterates that this Letter is being issued to inform you that you are shortfished for the next stages of the selection process only and does not bend the Company to any employment relationship with you or obligate the Company to make an effor of employment to you. Please ensure that you have carefully read and understood the shovementioned essential terms and conditions. while going forward with the selection process. We look forward to your participation in the further rounds of pelection.

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

Yours Showich.

For Informs BPM Ltd.

Dependationte Depandra Mathu

SVP - Head Human Resource Development - 8PM

Essued By:

Acknowledgement of receipts

House it En

Name: Fia.istuKa. L

September Marmeritine yier propagate: 13 Formulation 2023

Tesuer's Emp. No.: 926577 Location Energyleric

Infosys **8FM** Utd.

Page Lof L



INVOSYS SPIM LIMANTED

Yorayady Kaawa su kiifosya BPO Unitedii Rayd Office Ptot Nos 26/3, 26/4 and 26/6, Hosur Road

Electronics City, Bengalaru - 569 108, India Yell 98 80 2052 2405 Fax: 98 80 2852 2411

Corporate bosonny Rumber | U72200KA2062PL(0)G(Cn)

Website: www.infusyabpro.cum

Date: |3|| |2023

Latter of Intent

томимены JyoHeka R

Greetings from Infosys (2044)

We are pleased to note your interest in working with "infosys BPM Direct". Based on the evaluation of your performance during the initial selection process, the Company is issuing you thin "Latter of Intent" to inform you that the Company has shortlisted you for the next stage of its selection process. The details of the next stage of the selection process will be communicated to you by the Company's representative.

Please sale that this tetter does not constitute an offer of congrayment and does not constitute the Company's intent to extend you an offer of employment at any future date. This Letter only signifies your progression to the most stage of the calection amouse and coes not quarantee your selection with the Company. Should you successfully complete the selection process, the Company may at its sole discretion extend you an offer of employment by sending the same to your empt address provided to the Company.

mamme). Any fallure to successfully complete the background verification or graduate with the required challifications shall result in withdrawal of offer of employment, or fermination of employment if you have already joined the Company.

Prior to moving forward with the selection process, there are certain terms and conditions that each conditions applying for e-incloyment with the Company must be aware of, including but not limited to the following:

- A candidate selected by the Company may be assigned to work at, deputed or be transferred to any of the Company's units, departments, locations, affiliate entitles or subsidiary companies. Any candidate selected by the Company is required to undertake the responsibilities assigned to such candidate in the location/department/unit as may be determined by the Company.
- A candidate, if satested, is required to subrell certain documents at the time of joining the Company. The Company will communicate to the candidate the list of such documents once it decides to make an offer of employment to the candidate. The candidate is required to submit each of such documents, failing which the Company may take appropriate action(s) including: the withdrawal of the offer of employment, or termination of employment if the cauditate has already joined the Company.
- A cardidate has to be medically fit at the time of joining the Company. A condition may be neclared to submit a medical certificate certained by a predictal graciblemen, in the form and mainter prescribed by the Company. In addition to this, the Company reserves the right to conduct further medical checks it deemed recording,
- Such candidate who is impose an offer of employment by the Company will be required to register on [www.nationalstablegistry.com] before joining the Company at its own expense, falling which the Company may take appropriate action(s) including the withdrawal of the offer of englyyment, or termination of employment if the candidate has alteady (kined the Company).

The Company reliarates that this Letter is being issued to inform you that you are shortleted for the next stages of the selection. process only and does not bind the Company to say employment relationship with you or obligate the Company to make an offer of employment to you. Please ensure that you have carefully read and uncerstood the abovementioned essential terms and conditions while going forward with the selection process. We look forward to your participation in the further rounds of selection.

For any further clarifications, please do reach out to us at topm_campusteam@infecys.com.

Yours stricerely,

For Infasys BPM Utd.

Dependadrufy

SVP - Head Human Resource Development - RPM

lasued By:

Acknowledgement of receipt:

John A

Mamme: Typellula R

Issuer's Name: UBA; Vie MA .v Date:

13 Jan 8083

Issuer's Emp. No.: 936577 Location grounds

Trafosys BOM Ltd.

Puge I of I



INFOSYS BPM (PUITED

(Forgerly Known as Infoses 1990 Limited)

Regd Office; Plet Nos. 28/J, 26/4 and 26/6, Maser Road

Becomics City, Dengaturo - 950 100, India Tel: 91 80 2052 2485 Fee: 91 90 2852 2411

Corporate Identity Number : II722/IIIIXA240791 C030040

(Velisias www.inlosystipau.com



Letter of Intent

TOMPHEMEN, BHAVYA S

Greebings from belosys 874!

wie are pleased to note your interest in working with "Infosys BENI Limited". Besed on the eveluation of your party manus during this initial adection process, the Company is tissuing you this "Letter of Intent" or inform you that the Company has shortfished you for the next stage of its selection process. The details of the next stage of its selection process will be communicated to you by the Company's representative.

Please note that this lighter does not constitute an offer of employment and does not constitute the Company's intent to extend you an offer of employment at any future date. This Letter only signifies your progression to the next stage of the selection process and does not guarantee your selection with the Company. Should you successfully complete the selection process, the Company may all the style discretion entend you we refer of emoloyment by sending the same to your email address provided to the Company.

manue). Any failure to successfully complete the background verification or graduate with the required qualifications shall result in withd await of offer of employment, or termination of employment of you have already joined the Company.

Prior to moving forward with the selection process, there are contain terms and conditions that each considere applying RY employment with the Company must be aware of, including but not limited to the following:

- A conditions selected by the Company may be assigned to work at, deputes or be transferred to any of the Company's tirils, departments, locations, affiliate entities or subscillary companies. Any capabilities selected by the Company is required to undertake the responsibilities assigned to such conditions in the locality department/on two many for determined by the Company.
- A candidate, it selected, is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of such documents once it decides to make an offer of employment to the candidate. The concludes is expected to submit each of such documents, falling which the Company way take appropriate action(a) including the withdrawal of the offer of employment, or termination of employment if the candidate has already joined the Company.
- A candidate has to be inequally fit at the time of julcing the Company. A candidate may be required to submit a residual. perilliers certified by a medical practitioner, in the form and morner prescribed by the Company. In addition to this, the Company reserves the right to conduct further medical charits (if decimed measures).
- Each contribute: when is product an eating of adoptoryment by the Coreporary will be required to registrat to ferward-longhill-registry.com] Sefore joining the Company at its own expense, Gallag which the Company may take appropriate action(s) including the withdrawal of the offer of employment, or termination of employment if the conditate has already joined his Company.

The Company retrodes that this Latter is being issued to inform you that you are shortleted for the next stages of the selection process only and done not bind the Company to any employment relationship with you or obligate the Company to make an offer of employment to you. Please groupe that you have carefully read and understood the abovementioned estantial turns and conditions while going terronal with the selection process. We look forward to your participation to the further rounds of selection.

Por Any Elegens' crack cardons, piesse die reach out to us at bore_camps steams(antiseys, come.

Yours skiderely.

For Intosys BPM Ltd.

Dependabrete.

Departure Matthe

SVP — Head Human Resource Development - 6PM

Issued By:

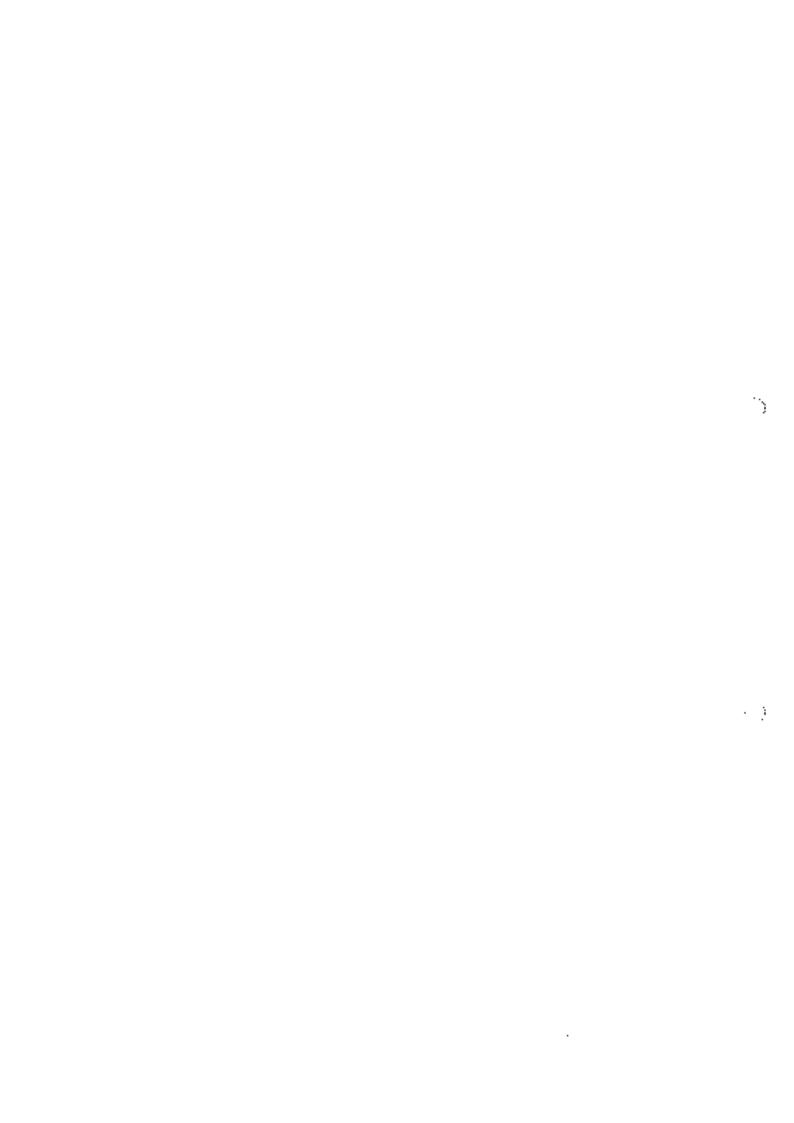
Admoniedgement of receipt:

Signature: Name: BHAVYA S Issuer's Name: MANIA SIGNAL PARTY 2023

Essuer's Emp. No.: 9265 11 Location BF NIGALORE

Informa RPM Ltd.

Page 1 of 1





particular particular allegates and the first section of the control control of an extension the particular and the control the particular and the control A Propostacy, 102
 A Propostacy of Alexander

24 January, 2023

No Macmine R R Midfe, ind Cross, Multispee Block, pri Mager Peal, RY Mager, Bangetere, Kannelaka - 940032

Contact No. 7204909 120 Ernal: Jyothispriya422 aqmail.com

Dear Dheamha N.

Bubbect: Offer letter

high systemates to your application and the subsequent interview you ded with UL, we are pleased to make this after to you us a fixed torm contrast in "EY Global Delivery Services had LLP "(top " firm") subject to the following terms and conditions:

1. CONTRACT PERIOD AND POSITION:

The pariod of contract is first for a period of 3 months starting from 30 Jenuary, 2023 and ends on 28 April. 2023, Yes will be observe the position of letters in the Flore White serving the Flore is this position, you will report to, and receive direction from the reporting evenages or as may be communicated to you from these to time.

2. QVT#4:

You will perform theles and services as required in relation to the allains of the firm as may be essigned to you trans time to thus. Our log the form at your contract with the firm, you shall all fallouity and diligently perform your duties, (b) has your dest endeavours to promote the business interest of the Firm, for devote your full time, attended and efforts to serve the firm, and (c) has derectly or indirectly engage of be interested in any activity, which campates with the Firm or conficts with your duties to the Firm.

3. WORKING HOURS:

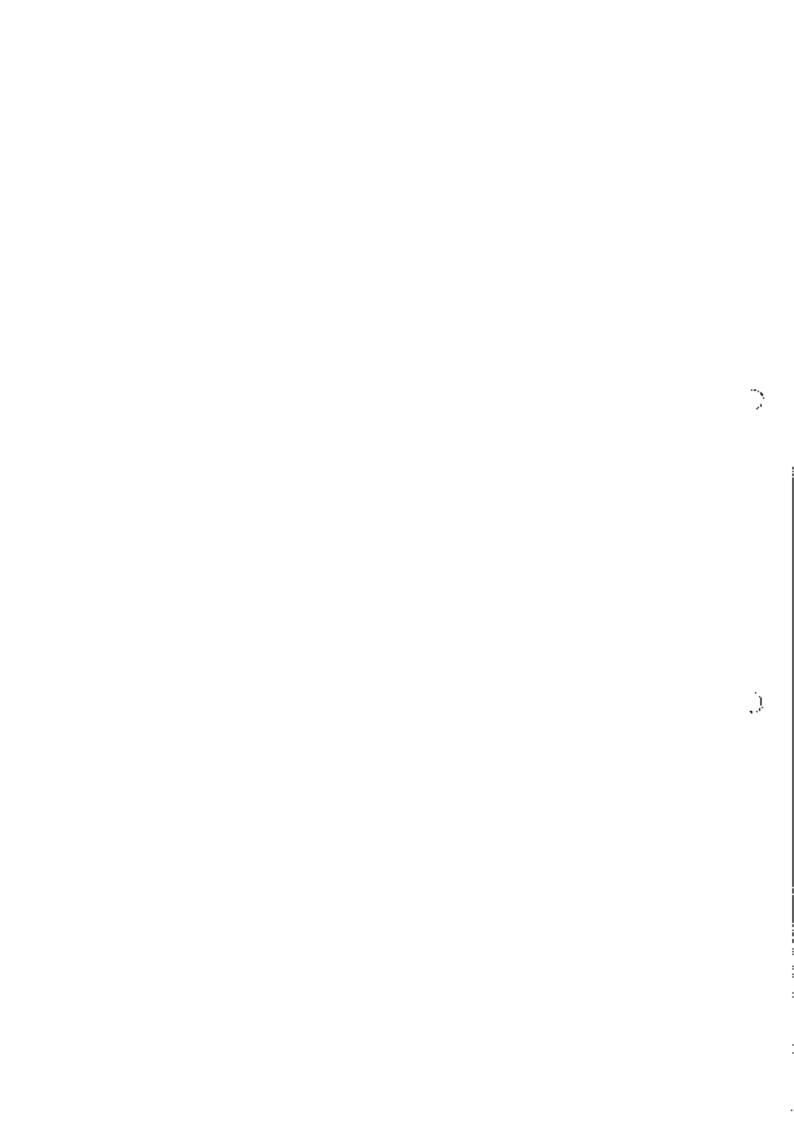
Your standard working hours will be 45 hours a week. Your work week congrises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you what effectively partners to ensure results and you will be expected to work beyond the standard working nours to achieve the results, wherever your job to requires. Additionally, as mentioned in your interview process, the Firm may implement ategoried with shifts, from time to time. In such an event, you shall able by the change in the standard working hours as may be notified by the Firm to accurrenced a such stangered while.

4. DATE OF JOINING I

As per our discussion your date of joining will be 30 January, 2023

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24 January, 2023

Ms Cheru Ramalingsm Doddamma Temple Street, Shampura, Shampura Railway Gate, Dangalore, Kamataka - 560045

Centact No: +91 6362300537 Email: chargraphingam20@gmail.com

tear Charu ,

Subject: Offer letter

With reference to your application and the subsequent interview you had with us, we are pleased to make this other to you on a fixed term contract in "EY Global Delivery Services India LLP "(the " F rm") subject to the following terms and conditions:

1. CONTRACT PERIOD AND POSITION:

The period of contract is fixed for a period of 3 months starting from 30 Jahuary, 2023 and ends on 28 April, 2023. You will be offered the position of Intern in the Firm. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time.

2. DUTIES:

You will perform duties and services as required in relation to the affairs of the Firm as may be assigned to you from time to time. During the term of your contract with the Firm, you shall (a) falthfully and diligently perform your duffes, (b) use your best endeavours to promote the business interest of the Firm, (c) devote your full time, attention and efforts to serve the Firm, and (d) not directly or indirectly engage or be interested in any activity, which competes with the Firm or conflicts with your duties to the Firm.

3. WORKING HOURS:

Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job on requires. Additionally, as mentioned in your interview process, the firm may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING:

As per our discussion your date of Joining will be 30 January, 2023.

EY Giolpa Delivery Services India Private Levilled, «A private Emilier) company with registration no. U7459964201687C/103756) Converted who EY Giobal Relivery Services India ELP. Va Irrefled Bablity partnership with ELP Identify No. AAL – 27434 (Bathiya SC Ngyambar, 2017, Pagel Office: Brd Floor, Towar YC, RNZ, relinity, Qld Abdiras Rosel, &Group Annalis, ICN Paren Gangalore - 5600 kg, India



Your initial work location will be RMZ infinity, Tower C, Old Madres Road, Benniganahalli, K.R. Puram, Bangakire- 560016.

Given the current situation, you will be onboarded virtually and can work remotely till you are specifically edvised to report to a GCS feelify by your counsellor or your Service Line Operations team.

5. CONPENSATION AND DETAILS:

You shall be paid a fixed compensation of INR 21,000/- per month. The compensation will be subject to applicable taxes and will be paid to you after deduction of income tax and other applicable taxes at source, it is a condition of your service that you shall abide by the Firm's pokey maintaining the strictest confidentiality of the compensation you receive from the Firm. Please refer to Annexure B for your detailed compensation package.

6. TRANSFERABILITY:

Your initial place of posting shall be at SEZ Unit located at Baymane World Technology Center- SEZ, Coral Building,Doddanekkundi Village,Krichnarajapuram Hobii,Outer Ring Road,Bangalore-560037 . However, your services are transferable and you may be essigned/transferred in India or autside India to serve the Firm in any of its existing or future offices or any of its group companies or associates.

EY pans across geographies providing various services to its clients and you may be required to go through appropriate induction & Orientation along with necessary training programme. The training is given to ensure that you are compilant with the best practices followed by EY on a worldwide basis.

7. CONFIDENTIALITY:

You shall keep and maintain strict confidentiality of all information and data that may come to your possession or Pnowledge by Virtue of this engagement and shall not disclose or divulge any such information or data, without prior written consent of an authorised officer of the Firm, except as required in normal course of the work. You shall all all times, whether during or after the termination of your engagement, act with utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise how so ever. You will not reproduce, store in a netrieval system or transmit in any form or by any means refectronic, mechanical, photocopying, recording, scanning or otherwise rany copyrighted material or other confidential or proprietary material, which is the property of the Firm or of its clients, for your own benefit or for the benefit of any third party, either during the term of this engagement or twineafter. Upon termination of this engagement, you will immediately return and surrender to the Firm, all data, information, files, pooks, magazines, reports, ducquirents, manuals, audio and video types, floppies and discs and any other knowledge databases entrusted to you in the course of the contract and shall not retain any copy thereof in any form whatsoever. The Firm reserves the right to after the confidentiality agreement from time to time, as and when required.

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6. INTELLECTUAL PROPERTY:

All intellectual property rights in any work or material developed by you during the course of this engagement shall belong to and be the property of the Firm. You shall assign and transfer in favour of the Firm all intellectual property rights in such works or materials and shall execute such deeds and documents, as the Firm may require, to effectually vesting in the Firm any and all intellectual property rights and benefits in such works or materials, in performance of your duties and responsibilities, you shall not use or infringe any intellectual properties or rights of any other parties.



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You will be entitled to leaves in accordance with the leave rules of the Firm. The Firm reserves the right to after the policy from time to time and the Policy in effect for the time being shall be applicable to you.

10. PROVIDENT FUND:

You will participate in the Firm's Providen: Fund as may be applicable in the Firm.

11. NOTICE PERIOD, TERMINATION:

- a. The contract can be terminated either by the Firm or by you, by giving the required notice of one month, in writing to the other party, without assigning any reasons thereof. The Firm reserves the right to pay or recover gross compensation as applicable, in ficu of the notice period. However, the Firm retains the right to terminate your employment, without globing any notice or pay in lieu of notice, in case of any wrongful declaration, misconduct, fraud or misappropriation of funds or breach of any terms of service or Firm.
- b. If termination is initiated by you, the Firm may, at its discretion, retieve you at a date it may deem fit, even before expiration of the notice period, without any tability to compensate you for the remaining notice period.
- c. During the notice period, however, you shall cooperate with the Firm in ensuring smooth and proper hand-over of your responsibilities, failing which the Firm shall be authorized to withhold or forfeit your duct.
- d. The Firm may also ferminate/suspend your services at its discretion at any time immediately upon written potice to you if it has been alleged and prima facte established through preliminary internal enquiry (to be completed within 30 days of date on which the said allegation has been first notified to your reporting manager save and except delayed due to events beyond control) that you have committed (f) any heinous criminal act or any offense involving moral turpitude (the term "mora turpitude" includes crimes having an inherent quality of baseness, vileness, or deprayify with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated quilty as per the Firm's policy and local laws) or (iii) other act that threatens or likely to dareage Firm's reputation.
- e. We also expect that you voluntarily disclose details of any of the above acts to the Firm at the time of joining or during your service with the Firm, as applicable, based on which the Firm may terminate/suspend your services at its discretion at any time immediately upon written notice to you.
- f. Your performance during the internship is subject to periodic reviews by your reporting manager. In the event that your performance during the internship does not meet the EY standards as defined post the training or in the event of any breach of the Code of Conduct, and/or any disciplinary issues, you will be Nable for action as applicable including but not limited to termination of this internship and revocation of the final job offer already extended to you, if any. The Firm reserves the right to take action in accordance with the policies of the Firm.

12. PAST RECORD:

If any information or declaration given by you to the Firm proves to be false or it you are found to have willfully suppressed any material information, you will be liable to be discharged from the services of the Firm, without any notice or compensation.



13. RULES AND REGULATIONS:

You shall abide by the Rules and Regulations of the Firm in effect from time to time or as the Firm may communicate from time to time.

14. DUAL EMPLOYMENT:

You will be in the exclusive service of the Firm. You will not be entitled to accept directly or indirectly any part time or full time job or transact any business of any kind whatsoever during the course of your contract with the Firm.

15. EMPLOYMENT VERIFICATION:

Your qualifications and contract will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the Firm, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials and criminal records, etc. You are recuired to give your consent, by signing the background verification declaration in such a manner as may be required by the Firm. In the event that you fall to submit the documents sought by the Firm within the slipulated timeline or if any information provided by you to the Firm proves to be talse or if you are found to have willfully withheld any information, the Firm reserves the right to revoke and/ or terminate this contract of employment, without any holice or compensation.

16. SUBMISSION OF DOCUMENTS:

You will be expected to mandatorily submit relevant documents as stated in Annexure A at the time or prior to joining the Firm. In the event that you do not submit the relevant documents within the stipulated time period, the Firm reserves the right to revoke and/ or terminate this contract without any notice or compensation.

Please acknowledge your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and submitting the same to us for the Firm's records.

Thanking you, Yours (atthfully, for EY Global Delivery Services (adia LLP

Signed By: Kabita Paul Reason: Offer Letter Location: Georgianu Dete:01/24/2023 14:55:10

Authorized Signatory

I perepi	r accept the ol	fer and tern	rs and condini	Ohs of co	ntract set forth above.
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Signod: _	Charu R	Date: 1/25/202;
Hame:	Charu R	



Dear Charu,

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Please refer to the discussion that you had with us. Please note that you have to submit the following documents on the date of joining (it is mandatory to carry all documents & information listed below).

5N	Documents to be submitted on the Date of Joining	Tick Y/N
1	2 passport size photographs (the background of the photographs should be white)	
2	Photocopy of the Permanent Account Number (PAN) - submission of PAN detail is mandatory.	
Э	Passport / Voters ID / Ration Card / Onlying License (Photocopy any one of these)	
4	Photo Copy of the Audhor card- Submission of Addhear details and photocopy is mandatory to remit Provident Fund contributions.	
	Photocopies of 10th, 12th / Ptkt, Graduation, Post-graduation - marks cards of all years/semesters have to be submitted.	
5	(Hi agraiting results please submit all previous seniester mark sheets, along with a copy of your last semester result print out from the internet or college result sheet)	
6	Experience certificate / celieving letter of your test employer, if applicable. Resignation acceptance letter will be accepted; however within 30 days of joining the relieving letter should be submitted.	
SN	Resp the below mentioned details handy (no proofs/documents required)	ļ
1	For medical insurance - you will need to fill the following details, depending on your status as mentioned below:	
a	If unmarried - father and mother's date of birth.	
b	If married - date of birth of 2 dependent parents or parents - in - law (combination of parents and in - laws not allowed), spouse and children	
2	You should be aware of your blood group	T
3	Name, address and telephone number of two references - excluding relatives. Employees with prior work experience - one of the ref has to be from the previous or qualization).	,



Annexure B

Name	lame Charu Ramalingam				
Rank 51		Service Line: TAX			
Contract Pe	ele d	From	To 28 April: 2023		
COMMENT PE	***************************************	30 Jenuary, 2023			
COMPONENTS		Par Month ((NR)	Annual (INR)		
Besic Salery		8,400	1,00,800		
House Bent Alfowance (HRA)		4,200	50,400		
Advanced S	tatutory Borus	2,273	26,680 19,260 22,872		
Transport A	ssistance	1,500			
Other allows	ince including (lexible	1,906			
Employer's ESI contribution		871	10.448		
Employer's Provident Fund (PF) contribution		1,800	21,600		
Total Cost 1	a Firm (CTC)	21,006	2,52,000		

Benefits (Estimated value)	<u>"</u>	
insurance premium 3 (Group Medical + Group Personal Accident + Group Ferm Life)		14,945
Total of Benefits	<u> </u>	14,945

Insurance benefits

Benellt Type	Benefit Value	Featurer
Group Medical Insurance	INR 4,00,000	Floator cover for soit. The premium stated is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal.
Group Personal Accident Insurance	INR 3,00,000	For self, as per policy, is being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance policy.
Group Term Life Insurance	INR 3,00,000	For self, as per policy, is being paid/incurred by the firm on your behalf. The premium stated above is the machinem amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance pulicy.



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24 January, 2023

Ms Poojestyree Kumar NO. 14, 6th Cross, 1st Main, Thimmish Garden, Near Bhyraweshwara Temple Arch, Karnataka, Bengalutu - 560032

Contact No: 9626528507

Email: pools.shree.k@outlook.com

Dear Poolashree .

Subject: Ofter letter

With reference to your application and the subsequent interview you had with us, we are pleased to make this offer to you on a fixed term contract in "EY Global Delivery Services India LLP "(the " Firm") subject to the following terms and conditions:

1. CONTRACT PERIOD AND POSITION:

The partial of contract is fixed for a period of 3 months starting from 30 January, 2023 and ends on 28 April. 2023. You will be offered the position of intern in the Firm. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time.

2. DUTIES :

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You will perform dulies and services as required in relation to the affairs of the Firm as may be assigned to you from time to time. During the term of your contract with the Firm, you shall (a) faithfully and disjointly perform your duties, (b) use your best endeavours to promote the business interest of the Firm, (c) devote your full time, attention and efforts to serve the firm, and (d) not directly or indirectly engage or be interested in any activity, which competes with the Firm or conflicts with your duties to the Firm.

3. WORKING HOURS :

Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your regording manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to ach eve the results, whenever your job to requires Additionally, as mentioned in your interview process, the Firm may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING :

As per our discussion your date of joining will be 30 January, 2023

EY Glober Demokry Services (India Prhydio Literated), (A private limited Company with registration no. 1749990A2O16PTCC93751.)
converted into EY Clobal Delivory Services India 10P Halli integritation (generally with LLP Identity No. AAL – 37831 (degree 30 November, 2017 Regd, Officer Brightnar, Tower 10., RMZ Infinity. Okt Magras Road, Bennigmanhalli, K.H.Putter Bangakota's 5500, Co. India



Your inlinal work location will be RMZ Infinity, Tower C, Old Madras Road, Benefiganahalli, K.R. Puram. Banga ore - 560016,

Given the current situation, you will be onboarded virtually and can work remotely till you are specifically advised to report to a GDS facility by your counsellor or your Service Line Operations team.

5. COMPENSATION AND DETAILS:

You shall be paid a lixed compensation of INR 21,000/- per month. The compensation will be subject to applicable taxes and will be paid to you after deduction of income for and other applicable taxes at source, it is a condition of your service that you shall adde by the Firm's policy maintaining the strictest confidentiality of the compensation you receive from the Firm. Please refer to Annexure B for your detailed compensation package.

6. TRANSFERABILITY:

Your initial place of posting shall be at SEZ Unit located at Baymane World Technology Center: SEZ, Coral Bullding,Doddanekkundi Villaga,Krishaarajopurum Hobil,Quter Ring Read,Dangalore-260037 . However, your services are transferable and you may be assigned/transferred in India or outside India to serve the Firm in any of its existing or future offices or any of its group companies or associates.

EY pans across geographies providing various services to its clients and you may be required to go through appropriate induction & Orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by EY on a worldwide basis.

7. CONFIDENTIALITY:

You shall keep and maintain strict confidentiality of all information and data that may come to your possession or knowledge by virtue of this engagement and shall not disclose or divulge any such information or data, without prior written consent of an authorised officer of the firm, except as required in normal course of the work. You shall at all times, whether during or after the termination of your engagement, act with utmost lidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise hour so ever. You will not reproduce, slore in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other confidential or propeletary material, which is the property of the firm or of its clients, for your own benefit or for the benefit of any third party, either during the term of this engagement or thereafter. Upon termination of this engagement, you will immediately return and surrender to the firm, all data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, liopples and discs and any other knowledge databases entrusted to you in the course of the contract and shall not retain any copy thereof in any form whatsoever. The Firm reserves the right to after the confidentiality agreement from time to time, as and when required.

8. INYELLECTUAL PROPERTY:

All intellectual property rights in any work or material devaloped by you during the course of this engagement shall beforg to and be the property of the Firm. You shall assign and transfer in favour of the Firm all intellectual property rights in such works or materials and shall execute such deeds and decuments, as the Firm may require, to effectually vesting in the firm any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual properties or rights of any other parties.



You will be entitled to leaves in accordance with the leave rules of the Firm. The Firm reserves the right to all at the policy from time to time and the Policy in effect for the time being shall be applicable to you.

10. PROVIDENT FUND:

You will participate in the Firm's Provident Fund as may be applicable in the Firm.

11, NOTICE PERIOD: TERMINATION:

- a. The contract can be terminated either by the Firm or by you, by giving the regained notice of one month, in writing to the other party, without assigning any reasons thereof. The firm reserves the right to pay or recover gross compensation as applicable, in tieu of the notice period. However, the Firm retains the right to terminate your employment, without giving any notice or pay in lieu of notice, in case of any wronglul declaration, misconduct, fraud or misappropriation of funds or breach of any terms of service or Firm.
- b. If termination is initiated by you, the Firm may, at its discretion, refleve you at a date it may deem lit, even before expiration of the notice period, without any liability to compensate you for the remaining notice period.
- c. During the notice period, however, you shall cooperate with the Firm in ensuring smooth and proper hand-over of your responsibilities, failing which the Firm shall be outhorized to withhold or lorfelt your dues.
- d. The Firm may also terminale/suspend your services at its discretion at any time immediately upon written notice to you it it has been alleged and prime facie established through preliminary internal enquiry (to be completed within 30 days of date on which like said allegation has been first notified to your reporting manager save and except delayed due to events beyond control) that you have committed (i) any helinous criminal act or any offense involving moral turpitude (the term invoral turpitude) includes crimes having an inherent quality of baseness, villeness, or deprayity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Firm's policy and local laws) or (iii) other act that threatens or likely to damage Firm's reputation.
- We also expect that you voluntarily disclose details of any of the above acts to the firm at the time of joining or during your service with the firm, as applicable, based on which the firm may terminate/suspend your services at its discretion at any time immediately upon written notice to you.
- 1. Your performance during the internship is subject to periodic reviews by your reporting manager. In the event that your performance during the internship does not most the EY standards as defined post the training or in the event of any breach of the Corle of Conduct, and/or any disciplinary issues, you will be famile for action as applicable including but not limited to termination of this internship and revocation of the final job offer already extended to you, if any. The Firm reserves the right to take action in accordance with the policies of the Firm.

12, PAST RECORD:

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If any information or declaration given by you to the Firm proves to be false or if you are found to have willfully suppressed any material information, you will be flable to be discharged from the services of the Firm, without any notice or compensation.



13. RULES AND REGULATIONS:

You shall ablde by the Rules and Regulations of the Firm in effect from time to time or as the Firm may communicate from time to time.

14. DUAL EMPLOYMENT:

You will be in the exclusive service of the Firm. You will not be entitled to accept directly or indirectly any part time or full time job or transact any business of any kind whatspever during the course of your contract with the Firm.

15. EMPLOYMENT VERIFICATION:

Your qualifications and contract will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the Firm, from time to time. The verification will include authentication of any lactual or historical information provided by you, related to post and present cate such as reference details, previous employment details, educational credentials and criminal records, etc. You are required to give your consent, by signing the background verification declaration in such a manner as may be required by the Firm. In the event that you fail to submit the documents sought by the Firm within the shipulated timeline or if any information provided by you to the Firm proves to be false or if you are found to have willfully withheld any information, the Firm reserves the right to revoke and/ or terminate this contract of employment, without any notice or compensation.

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16. SUBMISSION OF DOCUMENTS:

You will be expected to mandatorily submit relevant documents as stated in Annaxure A at the time or prior to joining the Firm.In the event that you do not submit the relevant documents within the stipulated time period, the Firm reserves the right to revoke and/or terminate this contract without any notice of compensation.

Please acknowledge your acceptance of these terms and conditions of employment by signing the dusticate copy of this letter and submitting the same to us for the Firm's records.

Thanking you. Yours faithfully, for EY Global Delivery Services India LLP

Signed By; Drvije Pertier Reason: Offer Lever Location; Bangeline Date: 01/24/2023 11:15.01

Authorized Signatory

hereby	accept the order and terms	and conditions of contract set forth above.
Signed:	Poojashree	1/24/2023 Date:
Mama-	Poojashree	



Dear Poolashree,

Please refer to the discussion that you had with us. Please note that you have to submit the following documents on the date of joining (it is mandatory to carry #1 documents & information listed below).

SN	Decuments to be submitted on the Date of Joining	Tick Y/N
1	2 passport size photographs (the background of the photographs should be white)	
2	Photocopy of the Permanent Account Number (PAN) - submission of PAN detail is mandatory.	l
3	Passport / Votors ID / Raillon Card / Orlying License (Photocopy any one of these)	
4	Photo Copy of the Audier card- Submission of Audhour details and photocopy is mandatory to remit Provident Fund contributions.	
_	Photocopies of 10th, 12th / PUC, Graduation, Post-graduation - marks cards of all years/semesters have to be submitted.	
5	(II awaiting results blease submit all provious seares er mark sheets, along with a copy of your last semisator result point out from the internet or college result sheet)	
6	Experience certificate / relieving letter of your last employer, if applicable. Resignation acceptance letter will be accepted; however within 30 days of joining the relieving letter should be submitted.	
SN	Keep the below mentioned details nandy (no proofs/documents required)	
ı	For medical insurance - you will need to lift the following defails, depending on your status as mentioned below:	
à	If unmarried - father and mother's date of birth.	
ь	If married - date of birth of 2 dependent parents or parents - in - law (combination of parents and in - (aws not allowed), spouse and children	
Z	You should be aware of your blood group	
	Name, address and telephone number of two references - excluding relatives.	
3	Employees with prior work experience - one of the roll has to be from the previous organization).	



Annexure B

Name	Poojashree Kumar			
Rank 51		Service Line: TAX		
Cambract Ba	elad	From	To	
Contract Period		30 January, 2023	28 April 2023	
COMPONENTS Basic Salary House Rent Miswance (HRA)		Per Horeth (INR)	Angual (JAR)	
		8,400	1,00,800	
		4,200		
Advanced St	tatutory Roque	2,223	26,680 19,200	
Transport A	esistance	1,600		
Other allowance including flexible Employer's ESI contribution		1,906	22,872 10,449	
		971		
Employer's I	Provident Fund (PF) contribution	1,800	21,600	
Total Cost t	o Firm (CTC)	21,000	2,52,000	

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal		11
Accident & Group Term Lite)		14,945
Total of Benetits	"	14,945

Insurance benefits

Benefit Type	Benefit Value	Features
Group Madical Insurance	INR 4,00,000	Floater cover for self. The premium stated is the maximum amount paid/incurred by the Firm, and is subject to change every year post renowal.
Group Personal Accident Insurance	INR 3,00,000	For self, as pur policy, is being paid/incurred by the firm on your behalf. The premium stated above is the maximum amount paid/incurred by the firm, and it subject to change every year post renewal of insurance policy.
Group Term Life Insurance	INR 3,00,000	For self, as per policy, it being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance policy.



e Micke, ja fielde ny Serdres India LLP Bro Floor, Tower IV. Brož erlinjny, Old Modras Roseo Borengshavner, IV.K. Put Arry Bungshover 500000 Kennarskin, India Fel: -91 040 6691 **3000** fan: +91 060 (4691 3334 79,690

24 January, 2023

Ms Pavithra P #375, 3rd Block, Siddartha Nagar, Near Masjid, Bangalore, Komptoke • 560015

Contact No: •91 9296902426 Email: paulifirajavithra4711@gmail.com

Dear Pavithra.

Subject: Offer letter

With reference to your application and the subsequent interview you had with us, we are pleased to make this offer to you on a fixed term contract in "EY Global Delivery Services India LLP "(the " Firm") subject to the Jollowing terms and conditions:

1. CONTRACT PERIOD AND POSITION:

The period of contract is fixed for a period of 3 months starting from 30 January, 2023 and ends on 28 April, 2023. You will be offered the position of intern in the Firm. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time.

2. DUTIES:

: (3)

You will perform duties and services as required in relation to the affairs of the Firm as may be assigned to you from time to time. During the term of your contract with the Firm, you shall (a) talthfully and diligently perform your dulies, (b) use your best endeavours to promote the business interest of the Firm, (c) devote your full time, attention and efforts to serve the Firm, and (d) not directly or indirectly engage or be interested in any activity, which competes with the Firm or conflicts with your during to the Firms.

3. WORKING HOURS:

Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your separting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so recuires. Additionally, as mentioned in your interview process, the Firm may implement standard work shifts, from time to lime, in such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING :

As per our discussion your date of joining will be 30 January, 2023

EN Global De Ivery Services India Privale L'imited, «A privale hondes company militaregistrelle» no. U7/99991.2036PEC093751. Convected vole EN Globa: Delivery Services todas CDP i ra Houted Patriéty partnership volt LUP Merody Ro. AAL – 27431 effective 30 November, 2017 Regd. Office: 3rd hoor, Towis IC., RviZ Intenty, Okt Medi as Rood, Bei Privanahali, ik 8 Puram Bengalare - 560016. Nieka



Your initial work location will be RMZ infinity. Tower C. Cld Madras Road, Benniganahelli, K.R. Puram, Bangalore - 560016.

Given the current situation, you will be enboarded virtually and can work remotely till you are specifically advised to repurit to a GDS facility by your counsellor or your Service Line Operations team.

5. COMPENSATION AND DETAILS:

You shall be paid a fixed compensation of INR 21,000/- per month. The compensation will be subject to applicable taxes and will be paid to you after deduction of income tax and other applicable taxes at source. It is a condition of your service that you shall abide by the Firm's policy maintaining the strictest confidentiality of the compensation you receive from the Firm. Please refer to Annexuse B for your detailed compensation package.

6. TRANSFERABILITY:

Your initial place of posting shall be at SEZ Unit located at Bagmane World Technology Center- SEZ, Coral Building, Doddanakkundi Village, Krishnarojapurem Hobil, Outer Ring Road, Bangetore-560037. However, your services are transferable and you may be assigned/transferred in India or outside India to serve the Firm in any of its existing or luture offices or any of its group companies or associates.

EY pant across geographies providing various services to its clients and you may be required to go through appropriate induction & Orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by EY on a worldwide basis.

7. CONFIDENTIALITY:

You shall keep and maintain strict confidentiality of all information and data that may come to your possession or knowledge by virtue of this engagement and shall not disclose or divilge any such information or data, without prior written consent of an authorised officer of the Firm, except as required in normal course of the work. You shall at all times, whether during or after the termination of your engagement, act with utmost fidelity and shall and disclose or divilge any such information to third parties or make use of such information for your own benefit or otherwise how so ever. You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other confidential or proprietary material, which is the property of the Firm or of its clients, for your own benefit or for the benefit of any third party, either during the term of this engagement or therealter. Upon termination of this engagement, you will immediately return and surrender to the Firm, all data, information. If ies, books, magazines, reports, documents, manuals, audio and video tapes, floppies and class and any other knowledge databases entrusted to you in the course of the contract and shall not retain any copy thereof in any form whatsoever. The Firm reserves the right to after the confidentiality agreement from time to time, as and when required.

8. INTELLECTUAL PROPERTY:

All intellectual property rights in any work or material developed by you during the course of this engagement shall belong to and be the property of the Firm. You shall assign and transfer in tayour of the Firm all intellectual property rights in such works or materials and shall execute such deeds and documents, as the Firm may require, to effectually vesting in the Firm any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual properties or rights of any other parties.



You will be entitled to leaves in accordance with the leave rules of the Firm. The Firm reserves the right to after the policy from time to lime and the Policy in effect for the time being shall be applicable to you.

10. PROVIDENT FUND:

You will participate in the firm's Provident Func or may be applicable in the Firm.

11, NOTICE PERIOD; TERMINATION:

a. The contract can be terminated either by the Firm or by you, by giving the required notice of one month, in writing to the other party, writhout assigning any reasons thereof. The Firm reserves the right to pay or recover gross compensation as applicable, in flew of the notice period, However, the Firm retains the right to terminate your employment, without giving any notice or pay in fieu of notice, to case of any wrongful declaration, misconduct, fraud or misappropriation of funds or breach of any terms of service or Firm.

b If termination is initiated by you, the Firm may, at its discretion, relieve you at a dete it may deem lit, even before expiration of the notice period, without any ilability to compensate you for the remaining notice period.

c. During the notice period, however, you shall cooperate with the Firm in ensuring smooth and proper hand-over of your responsibilities, failing which the Firm shall be authorized to withhold or forfeit your dies.

d. The Firm may also terminate/suspend your services at its discretion at any time immediately upon written notice to you if it has been affected and prime table established through pretiminary internal enquiry (to be completed within 30 days of date on which the said allegation has been lirst notified to your reporting manager save and except delayed due to events beyond control) that you have committed (i) any herious crimpal act or any oftense involving moral furpitude (the term "moral turpitude" includes crimes having an inherent quality of baseness, villeness, or depravity with respect to a person's duty to the society in general such as rape, largery, thaff, solicitation, etc.), (i) sexual harassment (adjudicated quitty as per the Firm's policy and local laws) or (iii) other act that threatens or likely to damage Firm's reputation.

e. We also expect that you voluntarily disclose details of any of the above acts to the Firm at the time of joining or during your service with the Firm, as applicable, based on which the Firm may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

4. Your performance during the internation is subject to periodic reviews by your reporting manager. In the event that your performance during the internation does not meet the EY standards as defined post the training or in the event of any breach of the Code of Conduct, and/or any disciplinary issues, you will be I able for action as applicable including but not limited to termination of this internation and revocation of the final job offer already extended to you, if any. The Firm reserves the right to take action in accordance with the policies of the Firm.

12, PAST RECORD:

If any information or decaration given by you to the Firm proves to be false or if you are found to have wilfully suppressed any material information, you will be liable to be discharged from the services of the Firm, without any notice or compensation.



13. RULES AND REQULATIONS:

You shall abide by the Rules and Regulations of the Firm in effect from time to time or as the Firm may communicate from time to time.

14. DUAL EMPLOYMENT:

You will be in the exclusive service of the Firm. You will not be entitled to accept directly or indirectly any part time or (ull (time job or transact any business of any kind whatsoever during the course of your contract with the Firm.

15. EMPLOYMENT VERIFICATION:

Your qualifications and contract will be subject to a background check, which will be consisted by such agency/firm/establishment, whose services are contracted by the Firm, from time to time. The verification will include authentication of any factual or historical information provided by you related to past and present data such as reference details, previous employment details, educational credentials and criminal records, etc. You are required to give your consent, by signing the background verification occuration in such a manner as may be required by the Firm, in the event that you fail to support the documents sought by the Firm within the shipulated fimeline or if any information provided by you to the Firm proves to be take or if you are found to have willfully withheld any information, the Firm reserves the right to revoke and/ or lenningto this contract of employment, without any notice or compensation.

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16. 9UBMISSION OF DOCUMENTS:

You will be expected to mandatorily submit retexant documents as stated in Annexuro A at the time or prior to joining the Firmula the event that you do not submit the relevant documents within the stipulated time period. The Firm reserves the right to revoke and/or terminate this contract without any notice or compensation.

Please acknowledge your acceptance of these terms and conditions of employment by signing the duplicate copy of this latter and submitting the same to us for the Firm's records.

Thanking you, Yours faithfully, for EY Global Delivery Services India LLP

Signed By: Divys Periher Reason, Offer Letter Location; Bangalors Date:01:24/2009 17:20 07

Authorized Signatory

(†	tereby accept line offer and I	lerms and	l conditions of	contract :	set forth shove.
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Signed:_	BuithmaP_	Pele: 1/24/2023
Name:	Pavithra P	



Dear Pavithra,

Please refer to the discussion that you had with us. Please note that you have to submit the following documents on the date of joining (it is mandatory to carry all documents & information listed below).

SN	Documents to be submitted on the Date of Johning	Tick Y/N
1	2 passport size photographs (the background of the photographs should be white)	
5	Photocopy of the Permanent Account Number (PAN) - submission of PAN detail is mandatory.	
3	Passport / Voters ID / Ration Card / Driving License (Photocopy any one of these)	
4	Photo Copy of the Aadkar card- Submission of Aadhaar details and photocopy is mandatory to remit Provided Fund contributions.	
	Photocopies of 10th, 12th / PUC, Graduation, Post-graduation - marks cards of all years/semesters have to be submitted,	
5	(if awaiting results please submit all previous semester mark sheets, along with a copy of your last semester result print out from the internet or college result sheet)	į
6	Experience certificate / relieving letter of your last employor, if applicable. Resignation acceptance letter will be accepted; however within 30 days of joining the relieving letter should be submittee.	
5N	Keep the below mentioned details handy (no precis/documents required)	
1	For medical insurance - you will need to fill the following details, depending on your status as mentioned below:	
ā	If unmarried - lather and mother's date of birth.	<u> </u>
b	If married - date of birth of 2 dependent parents or parents - in - law (combination of parents and in - laws not allowed), spouse and children	
2	You should be aware of your blood group	
3	Name, address and telephone number of two references - excluding relatives. Employees with prior work experience - one of the ref has to be from the previous organization).	



Annexure B

*******	-			
Name	Pavithra P			
Rank 51		Service Line: TAX		
F44 B-		From	To	
Contract Period		30 January, 2023	28 April, 2023	
	COMPONENTS	Per Month (INR)	Angual (INR)	
Basic Salary		8,400	1,00,800	
House Rent	Allowance (HRA)	4.200	50,400	
Advanced 5	itatutory Bones	2,223	2 6,68 0	
Transport A	lasistance	1,500	19,200	
Other allow	ance including flexible	1,905	22.872	
Employer's	ESI contribution	A71	10.448	
Employer's	Provident Fund (PF) contribution	1.800	21,600	
Total Cost	la Firm (CTC)	21,000	7,52,000	

Benefits (Estimated value)	" " " " " " " " " " " " " " " " " " " "
Insurance premium 3 (Group Medica) + Group Personal Accident + Group Term Life)	 14,945
Total of Berefits	14,945

Insurance benefits

Benefit Type	Benefit Value	Features
Group Medical Insurance	INR 4,00,000	Floater cover for self. The premium stated is the maximum emount paid/incurred by the Firm, and is subject to change every year post renewal.
Group Personal Accident insurance	INR 3,00,000	For self. As per policy is being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and a subject to change every year post renewal of insurance policy.
Group Term Life Insurance	MR 3,00,000	For self, as per policy, is being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance policy.



En Cional Sensory Sentines Inchain P. Brokkert (1998) (17). RMZ Brithilly, Cionalista Road Ingengusanani, Kur. Perang Bangatera, 1990) (6). Ramataka , India Tel: +91 090 460 (9000 Falc +96 960 6691 3334 94.com

24 January, 2023

Ms Sandhya Venkatesh #17 Vinoyaka Layout, Abbigere, Fit and Smash, Dangelore, Kamataka - 580090

Contact No: +91 9663100790 Email: sandhvavenkatesh1307@gmail.com

Dear Sandhya.

'n

Subject: Offer letter

with reference to your application and the subsequent interview you had with us, we are pleased to make this offer to you on a fixed term contract in "EY Global Delivery Services India LLP "(the " firm") subject to the following terms and conditions:

1. CONTRACT PERIOD AND POSITION:

The period of contract is fixed for a period of 3 months starting from 30 January, 2023 and ends on 28 April, 2023. You will be offered the position of Intern in the Firm. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time.

2. DUTIES:

You will perform duties and services as required in relation to the alfairs of the firm as may be assigned to you from time to time. During the term of your contract with the firm, you shall (a) laithfully and diligently perform your duties, (b) use your best endeavours to promote the business interest of the firm, (c) devote your full time, attention and eligibles to serve the firm, and (d) not directly or indirectly engage or be interested in any activity, which competes with the firm or conflicts with your duties to the firm.

3. WORKING HOURS :

Your standard working hours will be 45 hours a week. Your work week commisses of weekly oif, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work heyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your lateralew process, the Firm may implement staggered work shilts, from time to time. In such an event, you shall ablde by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING :

As per our discussion your date of joining will be 30 January, 2023

EY Global Desvery Syrolres India Priside Limited, da private Knited Collipsion with region objects and U7409998A2016P10923751) converted mile EY Global Delivery Services India EUF Hallindred Rapit ty gosporation with EUP borondy No. AAL – 274 Skrifted RAS Hovember, 2017, Regd. Oblica: End thou, Tower 12, MSZ antiney, Old Medicas Polici, Servicy markette in Protein Bengalors - 550010, Melia



Your initial work location will be RMZ infinity, Tower C, Old Madras Road, Benniganahalli, K.R. Puram, Bangalore - 560016.

Given the current situation, you will be enboarded virtually and can work remotely till you are specifically advised to report to a GDS facility by your counsellor or your Service Line Operations team.

5. COMPENSATION AND DETAILS:

You shall be paid a fixed compensation of INR 21,000/- per month. The compensation will be subject to applicable taxes and will be paid to you after deduction of income tax and other applicable taxes at source. It is a condition of your service that you shall ablde by the Firm's policy maintaining the structest confidentiality of the compensation you receive from the Firm. Please refer to Annexure B for your detailed compensation package.

6. TRANSFERABILITY:

Your initial place of posting shall be at SEZ Unit ocaled at Bagmane World Technology Center SEZ, Goral Building, Coddanak Rundi Village, Krishmarajapurare Hobil, Outer Ring Road, Bangalore-560037. However, your services are transferable and you may be essigned/transferred in Incia or outside India to serve the Firm in any of its existing or future offices or any of its group companies or associates.

EY pans across geographics providing various services to its clients and you may be required to go through appropriate induction & Orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by EY on a worldwide basis,

Y. CONFIDENTIALITY:

You shall keep and maintain strict confidentiality of all information and data that may come to your possession or knowledge by virtue of this engagement and shall not disclose or divulge any such information or data, without prior written consent of an authorised officer of the Firm, except as required in normal course of the work. You shall at all times, whether during or after the formination of your engagement, act with utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise how so ever. You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other confidential or proprietary material, which is the property of the Firm or of its clients, for your own benefit or for the benefit of any thaird party, either during the term of this engagement or thereafter. Upon termination of this engagement, you will immediately return and surrencer to the Firm, all data, information, files, books, magazines, reports, documents, manuals, audio and video lapes, floppies and discs and any other knowledge databases entrusted to you in the course of the confidentiality agreement from time to time, as and when required.

8. INTELLECTUAL PROPERTY:

All intellectual property rights in any work or material developed by you during the course of this engagement shall belong to and be the property of the Firm. You shall assign and transfer in favour of the Firm all intellectual property rights in such works or materials and shall execute such deeds and documents, as the Firm may require, to effectually vesting in the Firm any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual properties or rights of any other parties.



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You will be entitled to leaves in accordance with the leave rules of the Firm. The Firm reserves the right to alter the policy from time to time and the Policy in effect for the time being shall be applicable to you.

10. PROVIDENT FUND:

You will participate in the Firm's Provident Fund as may be applicable in the Firm.

11. NOTICE PERIOD; TERMINATION :

- a. The contract can be terminated either by the Firm or by you, by giving the required notice of one month, in writing to the other party, without assigning any reasons thereof. The Firm reserves the right to pay or recover gross compensation as applicable, in fleu of the notice period. However, the Firm retains the right to terminate your employment, without giving any notice or pay in fieu of notice. In case of any wrongful declaration, misconduct, fraud or misappropriation of firm's or breach of any terms of service or Firm.
- b. If termination is initiated by you, the firm may, at its discretion, relieve you at a date it may doen fit, even before expiration of the notice period, without any lability to compensate you for the remaining notice period.
- c. During the notice period, however, you shall cooperate with the Firm in ensuring smooth and proper (tandrover of your responsibilities, failing which the Firm shall be authorized to withhold or forfeit your dues.
- d. The Firm may also terminate/suspend your services at its discretion at any time immediately upon written notice to you if it has been alteged and prima facte established through preliminary internal enquiry (to be completed within 30 days of date on which the sold allegation has been first notified to your reporting manager save and except delayed due to events beyond control) that you have committed (i) any heigous criminal act or any offense involving moral turpitude (like term "moral turpitude" includes criminal act or any offense involving moral turpitude (like term "moral turpitude" includes criminal act or any offense involving moral turpitude (like term "moral turpitude" includes criminal serving an inherent quality of besoness, vileness, or deprayity with respect to a person's cuty to the society in general such as rape, forgery, theft, solleitation, etc.), (ii) sexual harassment (adjudicated quilty as per the Firm's policy and focal laws) or ('ii) other act that threatens or slikely to damage firm's reputation.
- e. We also expect that you voluntarily disclose details of any of the above acts to the Firm at the time of joining or during your service with the Firm, as applicable, based on which the Firm may terminate/suspend your services at its discretion at any time immediately upon written notice to you.
- 1. Your performance during the internship is subject to periodic reviews by your reporting manager. In the event that your performance during the internship does not most the EY standards as defined post the training or in the event of any breach of the Code of Conduct, and/or any disciplinary issues. You will be liable for arthon as applicable including but not ilmited to termination of this internship and revocation of the final job offer already extended to you, if any. The Firm reserves the right to take action in accordance with the policies of the Firm.

12. PAST RECORD:

If any information or declaration given by you to the Firm proves to be talse or if you are found to have willfully suppressed any material information, you will be flable to be discharged from the services of the Firm, willhout any notice or compensation.



13, RULES AND REGULATIONS:

You shall abide by the Rules and Regulations of the Firm in effect from time to time or as the Firm may communicate from time to time.

14. DUAL EMPLOYMENT:

You will be in the exclusive service of the Firm. You will not be entitled to accept directly or indirectly any part time or full time job or transact any business of any kind whatsoever during the course of your contract with the Firm.

15. EMPLOYMENT VERIFICATION:

Your qualifications and contract will be subject to a background check, which will be conducted by such agency/firm/establishment, whose services are contracted by the Firm, from time to time. The verification wip include authentication of any factual or historical information provided by you, related to past and present data such as reference datable, previous employment datable, educational credentials and criminal records, etc. You are required to give your consent, by signing the background verification declaration in such a manner as may be required by the Firm. In the event that you fail to submit the documents sought by the Firm within the stipulated timeline or if any information provided by you to the Firm proves to be take or if you are found to have willfully withheld any information, the Firm reserves the right to revoke and/ or terminate this contract of employment, without any notice or compensation.

16. SUBMISSION OF DOCUMENTS:

You will be expected to mandatorily submit relevant documents as stated in Annexure A at the time or prior to joining the Firm in the event that you co not submit the relevant documents within the stipulated time period, the Firm reserves the right to revoke and/or terminate this contract without any notice or compensation.

Please admovfadge your acceptance of these ferms and conditions of employment by signing the duplicate copy of this letter and submitting the same to us for the Firm's records.

Thanking you.
Yours laithfully,
for EY Global Delivery Services (adja LLP

Signed Byr Civys Parihar Reason: Offer Letter Location: Bangalors Cater01/24/2023 17:20:07

Authorized Signatory

herety	accept the offer and terms and	conditions of contract set forth above.
Signed:	\$ - € -	Date: 1/24/2023
Name:	Sandhya Venkatesh	
		_



Dear Sandhya,

Please refer to the discussion that you had with us. Please note that you have to submit the following documents on the date of joining (it is mandatory to carry all documents & information listed below).

SN	Documents to be submitted on the Date of Joining	Tick Y/N
1	Z passport size pholographs (the background of the photographs should be white)	
2	Photocopy of the Permanent Account Number (PAN) - submission of PAN detail is mandatory.	
3	Passnort / Voters ID / Ration Card / Driving License (Photocopy any one of these)	
4	Photo Copy of the Asimar card. Submission of Addhaar details and photocopy is mandatory to remit Provident Fund contributions.	<u>-</u>
	Photocopies of 10th, 12(h / POC, Graduation, Post-graduation - marks cards of all years/competers have to be submitted.	
5	(If awaiting results please submit all previous secrester mark sheets, along with a copy of your last semester result point out from the interpet or college result sheet)	
6	Experience certificate / relieving letter of your last employer, if applicable. Resignation acceptance letter will be accepted; however within 30 days of joining the relieving letter should be submitted.	
SN	Keep the below mentioned details handy (no provis/documents required)	
1	For medical insurance - you will need to thit the following details, depending on your status as mentioned below:	
à	If unmarried - father and mother's date of birth.	
ь	if married - date of birth of 2 dependent parents or parents - In - law (combination of parents and in - laws not sillowed), spouse and children	
z	You should be aware of your blood group	
Т	Name, address and telephone number of two references - excluding relatives.	
3	Employees with prior work experience - one of the ref has to be from the previous organization).	



Annexure B

Name	Sandhya Venkatash			
Rank	51	Service Line: TAX		
Contract Pe	das.	Flom	To	
Contract Periods		30 January, 2023	28 April, 2023	
	COMPONENTS	Per Month (INR)	Anndal (INR)	
Basic Salary		8,400	1,00,800	
House Rant Allowance (HRA)		4,200	50,400	
Advanced S	tatistory Aonus	2,223	26,680	
Transport A	ssistance	1,600	19.200	
Other allows	ance including flexible	1,906	22,872	
Employer's ESI contribution		871	10,448	
Employer's	Provident Fund (PF) confribution	1,800	21,600	
Total Cost t	o Firm (CTC)	21,000	2,62,000	

Benefits (Estimated value)	
insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)	14.945
Total of Benefits	 14,945

Insurance benefits

Benefit Type Benefit Value		Features		
Group Medical Insurance	INR 4,00,000	Floator cover for adl. The premium stated is the maximum amount paid/incurred by the firm, and is subject to change every year post renewal.		
Graup Personal Accident Insurance	LNR 3,00,000	For self, as per policy, is being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance policy.		
Group Term Life Insurance	INR 3,00,000	for self, as per policy, is being paid/incurred by the firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post repeal of insurance policy.		



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25 October, 2022

Ms Amithe Kumar #211, 2nd Block, 4th Cross, HMT Layout, Vidyaranyapura, Henuman Tompie, Bengaluru, Korastaka - 560097

Contact No: 9743654720 Ersett amitha2120@gmail.com

Dear Amitha,

Subject: Appointment in the position of Tex Analyst

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EY Otobal Delivery Services India LLP" (the "Firm") subject to the following terms and conditions:

Prease note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the inducational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be commensurate to or above of the program/course which you are enrolled into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the Firm on or before October 2022 in the event, you have talked to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before October 2022 this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. POSITION: .

You will be appointed in the position of Tax Analyst in TAX in the Firm. Your Rank will be 44. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Bangalore office.

2. DUTIES AND CODE OF CONDUCT:

- a You shall at all times carry out such duries and responsibilities as may be assigned to you by the Firm and shall faithfully and difigently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and order's issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, requiations, policies et al, were part of this contract of employment.
- Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual increasement.

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3. WORKING HOURS:

Your standard working hours will be 45 hours a week. Your work week comprises of weeking oil, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may implement staggered work shifts, from time to time. In such an event, you shall adde by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING:

As per our discussion your date of joining will be 31 October, 2022.

Your initial work location will be RMZ Infinity, Tower C. Did Medres Road, Benniqueanailli, K.R. Purum, Bangalore - 560016.

Given the current situation, you will be onboarded virtually and can work remotely till you are specifically advised to report to a SDS facility by your counsellor or your Service Line Operations learn,

5. PROBATION:

You shall be an probation for a period of six months from the date of joining the Firm. Your employment will be deemed confirmed, unless otherwise communicated to you in writing for reasons not limited to performance. During the six months probationary period for matters related to discipling or performance, the Firm reserves the right to take action in accordance to the policy of the Firm.

Please note that a confirmation letter/notification will not be issued to you upon completion of the six month probationary period.

6. ANNUAL FIXED COMPENSATION:

You shall be paid an annual fixed compensation of INR 3,65,000/- per annum. The annual fixed compensation will be subject to applicable toxes as per like provisions of the income Tex Act, 1961, and will be paid to you after deduction of income tax and other applicable taxes at source. The annual fixed compensation will be paid to you monthly in arrears. It is a compilion of your service that you shall abide by the Firm's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person within the Firm.

7. TRANSFERABILITY:

Your initial place of posting shall be at SEZ Unit located at Bagmane World Technology Center- SEZ. Coming Building, Doddanekkundt Villaga, Krishnarajapuram Hobil, Outer Ring Road, Rangalore-560037. However, your services are transferable and you may be assigned/transferred in India or outside India to serve the Firm in any of its existing or future offices or any of its group companies or associates.

EY pans across geographies providing various services to its clients and you may be required to go tarough appropriate induction & Orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by EY on a worldwide basis.



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Pel: (9) (20) versi (160) faz (9) (160 adel) (3) 24 en:(16)

22 October, 2022

Ms Novyo M 8697, Norayanasıma Niloya, Old Police Statler Road, NR Puram, Next to Darga, KR Puram Government School, Bengaturu. Normataka - 860036

Contact No: 7975407663

Empli: navinavya12345@gmail.com

Dear Mavya M.

Subject: Appointment in the position of Tax Analyst

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EY Global Delivery Services India LLP" (the "Frat") subject to the following terms and conditions:

Place note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the educational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be communicate to or above of the program/course which you are encoted into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the firm on or before October 2022 in the event, you have failed to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before October 2022 this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. POSITION:

J

You will be appointed in the position of Tex Analyzi in TAX in the Firm. Your Rank will be 44, While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Bangalote office.

2. DUTIES AND CODE OF CONOUCT:

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform those in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in rolation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, requisitons, policies at al, were part of this contract of employment.
- c. Without projective to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

EY Cicital Delinery Services India Prévide Limited. Da princie il inted company sulli registration no 10249996 A20 LePTC00125. L converted and EV Cicitas Delincry Services India (CP. Grönnler) Entiring partnership with LLP Identity No. AAL - 2243 refresting 30 November, 2017, Peopli Othice, 3-officer, Charles C., AMZ India by, Okt Magnes Papik, Begynlydhathola, N. Premin Sengatione, 15500 (6, 45Na



3. WORKING HOURS:

Your standard working hours will be 45 nows a week. Your work week comprises of weekly oil, which will be communicated to you by your reporting manager, in view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING:

As per our discussion your date of joining will be 31 October, 2022.

Your initial work location will be RMZ infinity, Tower C. Oid Madras Road, Benniganahalli, K.R. Param, Bangalore - 560016.

Given the current situation, you will be obboarded virtually and can work remotely till you are specifically edvised to report to a GDS lectility by your counsellor or your Service Line Operations team.

5. PROBATION:

You shall be on probation for a period of six months from the date of joining the Firm. Your employment will be deemed confirmed, unless otherwise communicated to you in writing for reasons not limited to performance. Our ing the six months probationary period for matters related to discipline or performance, the Firm reserves the right to take action in accordance to the policy of the Firm.

Piesse note that a confirmation letter/notification will not be issued to you upon completion of the six month probationary period.

6. ANNUAL FIXED COMPENSATION:

You shall be paid an annual fixed compensation of INIT 3,65,000/- per annum. The annual fixed compensation will be subject to applicable taxes as per the provisions of the income Tax Act, 1961, and will be paid to you after deduction of income fax and other applicable taxes at source. The annual lixed compensation will be paid to you monthly in arrears. It is a condition of your service that you shall abide by the Firm's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other purson within the Firm.

7. TRANSFERABILITY:

Your initial place of posting shell be at SEZ Unit located at Bagmano World Technology Center- SEZ, Coral Building, Doddonak undit Village, Krishnara japuram Hobil, Outer Ring Road, Bangalore-560037. However, your services are transferable and you may be assigned/transferred in India or outside India to serve the Firm in any of its existing or future offices or any of its group companies or associates.

EY pans across geographies providing various services to its clients and you may be required to go through appropriate induction & Orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices tollowed by EY on a worldwide basis.



- e. Severability: If any provision contained in this contract of employment is held to be invalid or unenforceable under applicable low, the remakiling provisions of this contract of employment shalf be construed as if such provision did not exist, and the unenforceability or invalidity of such provision shall not be held to render any other provision of this contract of employment unanimously are invalid.
- Privity of Contract; The terms of this contract of employment may only be enforced by a party to this
 contract of employment.
- g. Coverning law and dispute resolution: This contract of employment, including all matters relating to its validity, construction, performance and enforcement, shall be governed by and construed in accordance with Indian law, in case of any dispute in relation to this contract of employment the decision of the management of the Firm shall be final and binding.

Please acknowledge your acceptance of these terms and conditions of employment by signing the duplicate copy of this contract of employment and submitting the same to us for the Firm's records,

Thanking you.

Yours faithfully, for EY Global Delivery Services (ndia LLP

Signed By: Katilia Pauli Resson: Offer Letter Location, Bangalutu Date: 10/22/2052 21:56:30

Authorized Signatory

I hereby account the	Moresald couttien a	ad forms and conditions of	l'émployment set forth above.
A CICLEDAL OCCUPA TIME		ile cermi and condicions d	CINDIOTIFICAL SOLIDI DI MIMOTO.

Signed;	1	 UMy2 <u>1/2022</u>
Name:	Navya	



Авмииге В

Hame	Havya M	DOJ	31 October, 2022
Designation	Tax Analyst	Service Line	TAX
Rank	44		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	12,167	1,46,000
House Rent Allowance (HRA)	6,083	73,000
Other ellowance including flexible components 1	6,547	78,560
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	L,600	19,200
Employer's Provident Fund (PF) contribution	1,600	21,600
Fixed compensation	30,417	3,65,000

Breatts (Estimated value)	- '''	
Insurance premium 3 (Group Medical + Group Personal		23,983
Accident + Group Term Life)		
Gratuity 4		7,023
Total of Benetits	1	31,006

Notes:

You will be eligible to participate in the GDS Variable Pay Bonus (VPB) Program, with a VPB percentage target of \$5, at your rank. This target is indicative and the actual payrout, each year, will vary based on the GDS. Service Line/Service Function and individual performance. Payment under any VPB program is subject to you being employed with the Firm as on the date of payrout. Employees who join the Firm during the year, will be eggive for a pro-rated VPB amount, subject to meeting the guidelines of the Program. The amount is subject to income tax deduction, as per rules prescribed under the tax laws.

All the squee components and benefits are as per the Firm's policies and are subject to change from time to time, Pigase refer to the payroll database (http://gssconnect.ey.net/payroll/index.htm) for a detailed breakup of your salary structure.

I You will also be allowed to determine your flexible components that form a part of your fixed compensation. These will be defined as per policy of the firm which may be modified from time to time. Please refer to the payroll database (http://gasconnect.ey.net/payroll/index.htm) for applicable flexible components.



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24 January, 2023

Ms Prithike Shekthi J # 130/1, Brindavan Layout, Kavalbyrasandra, Mear Manjuthree hospital, Bangalore, Karnataka · 560032

Contact No: 7483682311 Email: prititikashakthi4@gmail.com

Dear Prithika .

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Subject: Offer letter

With reference to your application and the subsequent interview you had with its, we are pleased to make this other to you on a fixed term contract in "FY Global Delivery Services India LLP "(the " Firm") subject to the following terms and conditions:

1. CONTRACT PERIOD AND POSITION:

The period of contract is fixed for a period of 3 months starting from 30 January, 2023 and ends on 28 April. 2023. You will be offered the position of Intern in the Firm. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time.

2. DUTGES :

You will perform duties and services as required in relation to the affairs of the Firm as may be assigned to you trom time to time. During the term of your contract with the Firm, you shall (a) faithfully and diligently perform your duties, (b) use your best endwayours to promote the business interest of the Firm, (c) devote your full time, attention and efforts to serve the Firm, and (d) not directly or indirectly progage or be interested in any activity, which competes with the Firm or conflicts with your duties to the Firm.

3. WORKING HOURS:

Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the firm, you shall affectively perform to ensure results and you will be expected to work boyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may implement staggered work shifts, from time to time, in such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING :

As pur our discussion your date of joining wifi be 30 January, 2023

EV Global Dellucry Sarvices Mujo Private Limited, to private treled company with high transcribe. 074999%x2016FTC993751) Committed into EY Clobal Commity Services Indua LUF Ral Smited Tablety partnersizes with LLP Identity No. A41 – 27433 offerstyre 36 November, 2017, Regd Office: 3rd (borr, Town 101, FM 2 militity, Old Madros Rood, Benneyandshaft, K.R. Furam Bangsone - 560746, India



Your initial work location will be RMZ infinity, Tower C. Old Madras Road, Benniganahalli, K.R. Puram, Bangatore - 560016.

Given the current situation, you will be onboarded virtually and can work remotely till you are specifically advised to report to a GDS facility by your counsellar or your Service Line Operations learn.

5. COMPENSATION AND DETAILS:

You shall be paid a fixed compensation of INR 21,000/- per month. The compensation will be subject to applicable taxes and will be paid to you after deduction of income tax and other applicable taxes at source. It is a condition of your service that you shall abide by the Firm's policy maintaining the strictest confidentiality of the compensation you receive from the Firm. Please refer to Appearance B for your detailed compensation package.

TRANSPERABILITY:

Your initial place of positive shall be at SEZ Unit located at Bagmane World Technology Center SEZ, Coral Building, Deddone kkundi Village, Krishnarajapuram Hobil, Outer Ring Road, Bangalore-360037. However, your services are transferable and you may be assigned/transferred in India or outside India to serve the firm in any of its existing or future offices or any of its group companies or associates.

EY pans across geographies providing various services to its clients and you may be required to go through appropriate induction & Orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by EY on a worldwide basis.

7. CONFIDENTIALITY:

You shall keep and maintain strict confidentiality of all mitormation and data that may come to your possession or knowledge by virtue of this engagement and shall not disclose or divulge any such information or data, without prior written consent of an authorised officer of the Firm, except as required in normal course of the work. You shall at all times, whether during or after the termination of your engagement, act with utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise how so ever. You will not reproduce, store in a retrieval system or transmit in any form or by any means rejectronic, mechanical, photocopying, recording, scanning or otherwise any copyrighted material or other confidential or proprietary material, which is the property of the Firm or of its clients, for your own benefit or for the benefit of any third party, either during the term of this engagement or thereafter. Upon termination of this engagement, you will immediately return and surrender to the Firm, all date, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases ontrusted to you in the course of the contract and shall not retain any copy thereof in any form whatsoever. The Firm reserves the right to after the confidentiality agreement from time to time, as and when required.

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8. INTELLECTUAL PROPERTY:

All intellectual property rights in any work or material developed by you during the course of this engagement shall belong to and be the property of the Firm. You shall assign and transfer in favour of the Firm all intellectual property rights in such works or materials and shall examine such deeds and documents, as the Firm may require, to effectually vesting in the Firm any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual properties or nights of any other parties.



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You will be entitled to leaves in accordance with the leave rules of the Firm. The Firm reserves the right to alter the policy from time to time and the Pulicy in effect for the time being shall be applicable to you.

10, PROVIDENT FUND:

You will participate in the Firm's Provident Fund as may be applicable in the Firm.

11. NOTICE PERIOD: TERMINATION:

a. The contract can be terminated either by the Firm or by you, by giving the required notice of one month, in writing to the other party, without assigning any reasons thereof. The Firm reserves the right to pay or recover gross compensation as applicable, in figural the notice period. However, the Firm retains the right to terminate your employment, without giving any notice or pay in ileu of notice, in case of any arroughly declaration, misconduct, fraud or misappropriation of funds or breach of any

b. If termination is initiated by you, the Firm may, at its discretion, relieve you at a date it may deem fit. even before expiration of the notice period, without any liability to compensate you for the remaining

c. During the notice period, however, you shall cooperate with the Firm in ensuring smooth and proper hand-over of your responsibilities, failing which the Firm shall be authorized to withhold or torfeit your

 The Firm may also terminate/suspend your services at its discretion at any time immediately upon written notice to you it it has been alleged and prime facile established through preliminary internal enquiry (to be completed within 30 days of date on which the said allegation has been first cofflied to your reporting manager save and except delayed due to events beyond control) that you have committed () any helinous criminal act or any offense involving moral turpfinde (the term fineral torpitude" ancludes crimes having an inherent quality of baseness, wheness, or deprayity with respect to a person's duty to the society in general such as cape, forgary, theft, solicitation, etc.), (ii) secual harassment (adjustrated guilty as per the Firm's policy and local laws) or (iii) other act that threatens

c. We also expect that you voluntarily disclose details of any of the above acts to the Firm at the time of joining or during your service with the firm, as applicable, based on which the Firm may terminate/suspend your services at its discretion at any time immediately upon written notice to you.

f. Your performance during the internship is subject to periodic reviews by your reporting manager, in the event that your performance during the internship does not meet the EY standards as defined post the training or in the event or any breach of the Code of Conduct, and/or any disciplinary issues, you will be liable for action as applicable including but not limited to termination of this internship and revocation of the final job offer already extended to you, if any. The Firm reserves the right to take action in accordance with the policies of the Firm.

12. PAST RECORD:

If any information or declaration given by you to the Firm proves to be (alse or if you are found to have willfully suppressed any material information, you will be liable to be discharged from the services of the Firm, without any notice or compensation.



13. RULES AND REGULATIONS:

You shall abide by the Rules and Regulations of the Firm in effect from time to time or as the Firm may communicate from time to time.

14. DUAL EMPLOYMENT :

You will be in the exclusive service of the Firm. You will not be entitled to accept directly or indirectly any nari time or full time job or transact any business of any kind whatscover during the course of your contract with

15. EMPLOYMENT VERIFICATION :

Your qualifications and contract will be subject to a background check, which will be conducted by such agency/imm/establishment, whose services are contracted by the Firm, from time to time. The verification will include authentication of any factual or fastorical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials and criminal records, etc. You are required to give your content, by signing the background verification declaration in such a manner as may be required by the Firm. In the event that you fail to submit the documents sought by the firm within the stipulated filmetine or if any information provided by you to the Firm provided by either any information, the Firm reserves the right to revoke and/ or terminate this contract of employment, without any notice or commensation.

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16, SUBMISSION OF DOCUMENTS:

You will be expected to mandatorily submit relevant documents as stated in Annexure A at the time or prior to joining the Firm in the event that you do not submit the relevant documents within the stipulated time period, the Firm reserves the right to revoke and/ or terminate this contract without any notice or compensation.

Please acknowledge your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and submitting the same to us for the Firm's records.

Thanking you. Yours (aithfully, for EY Global Delivery Services India LLP

Signod By: Divys Penhar Reason: Olfar Letter Locution: Bangalore Dute:01/24/2023 11,16:01

Authorized Signatory

I hereby account the offer and terms and o	Onditions of contrast and a
Prith-ka Shacete >	Date:
Name:	



Dear Prittika,

Please refer to the discussion that you had with us. Please note that you have to submit the following documents on the date of joining (it is mandatory to carry all documents & information listed below).

SN	Decuments to be submitted on the Date of Joining	Tick Y/N
ι.	2 passport size photographs (the background of the photographs should be white)	
2	Photocopy of the Permanent Account Number (PAN) - submission of PAN detail is mandatory.	
3	Passport / Votors ID / Ration Card / Driving License (Photocopy any one of these)	
4	Photo Copy of the Aadhar card: Submission of Aadhaar details and photocopy is mandatory to remit Provident Fund contributions.	
5	Photocopies of 10th, 12th / PUC, Graduation, Post-graduation - marks cards of all years/semesters have to be submitted, (If awaiting results please submit all provious semester mark shorts, clong with a copy of	
	your last semester result print out from the Internet or college result sheet)	
6	Experience certificate / relieving letter of your last employer, if applicable. Resignation acceptance letter will be accepted; however within 30 days of joining the relieving letter should be submitted.	
5N	Keep the below mentioned details handy (no proofs/documents requires)	İ
1	For medical insurance · you will need to fill the logowing details, depending on your status as mentioned below:	
•	If unmarried - father and mather's date of birth,	
b i	If married - date of birth of 2 dependent parents or parents - in - law (combination of parents and in - laws not allowed), spouse and children	
2	You should be aware of your blood group	
3	Name, address and telephone number of two references - excluding relatives. Employees with prior work experience - one of the ref has to be from the previous organization).	



Аплехиге В

Name	Prithika Shakthi J	Prithika Shakthi J		
Rank	51	Service Line: TAX		
Contract Period		From	To	
		30 January, 2023	28 April, 2023	
	COMPONENTS	Per Month (INR)	Ánaval (IMR)	
Bosic Salary		8,400	1,00,800	
House Rent Allowance (HRA)		4.200	50,400	
Advanced Statutory Books		2.223	26,680	
Transport Assistance		1.500	19.200	
Other allowance including (lexible		1,906	22,672	
Employer's ESI contribution		871	10,448	
Employer's Provident Fund (PF) contribution		1,800	21,600	
Total Cost to Firm (CTC)		21,000	2,52,000	
		22,000	=1014	

Benefits (Estimated value)	·	
Insurance premium 3 (Group Medical + Group Personal Accident • Group Term Life)		14,945
Total of Benefits	<u> </u>	14,945

Insurance benefits

Benefit Type	Benefit Value	Pastures
Group Medical Insurance	INR 4,00,000	Floater cover for self, the premium stated is the maximum amount paid/incurred by the firm, and is subject to change every year post renewal.
Group Personal Accident Insurance	INR 3,00,000	For self, as per policy, is being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance policy.
Group Torm, Litte Insurance	INR 3,00,000	For self, as per policy, is being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance policy.

molecular connections

CIM - U73200KA2001PTC029092 ISO/IEC 27001:2013 certified

November 15, 2022

LETTER OF APPOINTMENT

Ms. Bhavya M 4 (G44), 6th Main, Ramachandra Puvam, Bengaluru - 560021

Dear Ms. Bhavya M.

Molecular Connections Private Limited (the "Company"), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

1. COMMENCEMENT OF EMPLOYMENT

- 1.1 You are employed by the Company in the position of Scientific Analyst subject to the terms and conditions set forth in this Appointment Letter ("Letter"). Your employment with the Company shall commence from November 16, 2022 and be valid until terminated in accordance with the terms set forth in this Letter (the 'Employment Period').
- Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

MOLECULAR CONNECTIONS PVT. LYD.

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Ranashankari 2nd Stage. Bangalore ~ 960 070.

Ph.: 080 2669 0145 | Emeil: info@molecularconnections.com | www.molecularconnections.com



Audit Trail

Olg Signer Occument ID: 836766b2-05a3-4f44-98f4-457j4e854e79

Skaner

Signature

Email. arath@moleculerconnections.com IP Address: 117.213,166.209

Email: jighesh@molecularconnections.com IP Address: 45.512.32.2

Jignesh Bhate

Jignesh Bhate

Anovyr.M

Anovyr.M

Email: jignesh@moleculerconnections.com IP Address: 45.112.32.2

)

Email. bhavyam27032000@gmail.com IP Address: 2409:4071:4et/2:1c7d:118e:b7:1986:3de9

Email: bhavyem27032000@gmell.com IP Address: 2409:4071;4e02:4c7d:118e;b7:1986;3de9

Event	User	Time	IP Address
Upload document	hrieam@moleculareonnection s.com	11/14/22 11:17:49 FW EST	14.97.52.2
Open document	hrteam@molecularconnection s.com	11/14/22 11:18:05 PM EST	14.97.52.2
Close document	hrteam@moleculercongection e.com	11/14/22 11:18:42 PM EST	14.97.52.2
Send for signing	hrteam@moleculerconnection s.com	11/14/22 11:18:24 PM EST	14,97,52,2
Open document	arathi@molecularconnectjons .com	11/14/22 11:28:22 PM EST	117.213.168.209
Sign document	aratis@molecularconnections .com	11/14/22 11:28:35 PM EST	117.213.166.209
Close document	ara時意இ新olecularconnections .com	11/14/22 11:28:35 PM EST	117,213,166,209
Open document	jonesh@molecularconnection a.com	11/14/22 11:56:01 PM EST	45.112.32.2
Sign document	igmesh@molecularconnection a.com	11/14/22 11:56:17 PM EST	45,112.32.2
Close document	jignesh@molecularconnection s.com	11/14/22 11:55:17 PM IESE	45.112.32.2
Open document	bhavysm27032000@gmaif.co m	11/15/22 5:00:40 AM EST	2409;4071 4e02;fc7d:118e-b7 :1988;3de9
Open document	bhavyam27032000@gméil co m	11/15/22 5:22:03 AM EST	2409:4071:4e02:fc7d:118e±7 .1986:3de8
Open document	bhayyam27032000@gmeil.co m	11/15/22 5:22:04 AM EST	2409:4071:4e02:fc7d:118e:b7 :1986:3de9

CIN • U73200KAZ001PFC029092 ISO/IEC 27001:2013 certified



2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in Annexure A appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, Irrespective of whether you receive financial compensation for these activities.

4. PLACE OF WORK

4.1 Your place of work with be at the Company's office in Bangaiore. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.



- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best afforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company.
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 MINIMUM SERVICE PERIOD You are required to serve the company for a minimum period of 12 months including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of INR 25000/- (Rupees Twenty Five Thousand only) including notice pay from you as discussed and mulually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you writing notice or salary in tieu thereof.



TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in fleu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving effect three (3) months prior notice in writing or payment in the of such notice, in the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice emount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in feu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
 - 7.4,1 The Company's right to claim the actual damages it has suffered on account of such breach; and
 - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.

7.5 Misconduct will include without limitation:

7.5.1 Habilitial absence from service without prior notice in writing and/ or without sufficient cause;



4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or tirms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

5. RULES AND REGULATIONS

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State. Government or local authorities, as may be applicable, from time to lime.

COMPLIANCE WITH APPLICABLE LAWS.

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of india, now or hereafter in effect, relating to your employment with the Company,
- 6.2 Without limiting the generality of the foregoing, you represent and warrant that you have not, and shall not at any time during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, candidate for political office, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business.
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.



- 7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its substicilaries or affiliates.
- 7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or attiliates, either for your own purposes or (or any other person or entity.)

8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to eigh the Company's standard "Non Disclosure of Confidential Information and Invention Assignment Agreement" as a condition of your employment. The Company hereby instructs and directs you not to bring with you say confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.



- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter.
- 7.5.8 Breach of the confidentiality/secrecy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.



If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the vasidity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other. intellectual property of Company and its affiliates and their employees, contractors or dients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersades all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals retained to the subject matter hereof.

Yours Sincerely,

For Motecular Connections Private Limited

Name : Jignesh Bhate

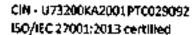
Jignesh Bhate

Title : Chief Executive Officer

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature: NAWYEM Name of the Employee: BHAVYA M

Date: 15/11/2022



: .)



We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

10. NON SOLICITATION AND NON COMPETITION

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

11. INDEMNIFICATION

You agree to indemnify the Company and its affihates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

12. GENERAL

This Latter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.



ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)

NAME DESIGNATION GRADE LEVEL EFFECTIVE DATE		Ms. Bihavya M Scientific Analyst 7 2					
				November 18, 2022			
				7.	SALARY COMPONENTS	МОИТИТА	ANNUAL
				Α,	FIXED COMPONENTS		
			Basic + DA	15000	180000		
	M Bonus	3000	38000				
	RETIREMENT BENEFITS		_				
В. І	PF (Employer contribution)	1800	21600				
	Gratuity Contribution	722	8664				
C.	OTHER BENEFITS						
υ.	ESIC (Employer contribution)	585	7020				
	MONTHLY CTC (A+B+C)	21107					
	ANNUAL CTC (A+B+C)	!	253284				

Your compensation has been structured to tactilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be aligible for (which are not appearing in the above structure) are explained below:

(i) Food subsidy:

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeterla.

Your Total Maximum Earnings and Cost to the Company = INR 259884/- per annum. [Annual Gross + Total Benefits]

Begined By: Jignesh Bhate

Date: November 15, 2022

Please Note: MC has lis-up only with ICICI and HDFC banks for the selery distursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or chaque leaf within 15 days of your joining Sur Min MC.

Arathi

Open document	bhavyam27032000@gmail.co m	TWO BEED OUT HE HIM FOR	2409:4071:4e02:fc7d 118e:57 :1986:3de9
Open document	bhavyam2 7032000@ gmail.co m	11. 10/22 0.00,12 MM EOI	2409:4071:4e02;k7d:118e:b7 :1908:3de9
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Sign document	bhavyam270 92000@g mail.co m	11.13/22 (),(1.23 NM ES)	2409:4071:4e02:fc7d.118e-b7 :1986:3de9
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CIN - U73200KA2001PTC029097 ISO/IEC 27001:2013 certified

November 22, 2022

LETTER OF APPOINTMENT

Me. Bharathì R ##C21,doordarshan quarters, Jalahalli,Bangalore-560013

Dear Ms. Bharathi R.

Molecular Connections Private Limited (the "Company"), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

1. COMMENCEMENT OF EMPLOYMENT

- 1.1 You are employed by the Company in the position of Scientific Analyst Traines subject to the terms and conditions sat forth in this Appointment Letter ("Letter"). Your employment with the Company shall commence from November 28, 2022 and be valid until terminated in accordance with the terms set forth in this Letter (the "Employment Period").
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and test-monials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

MOLECULAR CONNECTIONS PVT, LTD.

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Sangalore – 560 070.

Ph.: 080 2669 0145 | Emall: info@molecularconnections.com | www.molecularconnections.com



- 1.4 You shall, during the Employment Period, be diligent and knyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsnever. Any charitable work needs prior permission of the company.
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 MINIMUM SERVICE PERIOD -- You are required to serve the company for a minimum period of 12 months including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of INR 25000/- (Rupees Twenty Five Thousand only) including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sxty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your omployment will be deemed to have been voluntarily terminated by you without notice or salary in fleu thereof.

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2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in Annexure A appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the buskness of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, Irrespective of whether you receive financial compensation for these activities.

4. PLACE OF WORK

4.1 Your place of work will be at the Company's office in Bangatore. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its perent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.



4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed lit by the Company.

5. RULES AND REGULATIONS

THE THE PARTY OF T

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

COMPLIANCE WITH APPLICABLE LAWS.

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant that you have not, and shall not at any time during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of. (I) any government official, political party, candidate for political office, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business.
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Cumpany Policy, as maybe modified by the Company from time to time at its sole discretion.



7. TERMINATION OF EMPLOYMENT

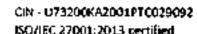
- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or safery in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving atteast three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in tieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or slipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or effeits of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
 - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
 - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.

7.5 Misconduct will include without limitation:

7.5.1 Habilital absence from service without prior notice in writing and/ or without sufficient cause:

AND THE TRANSPORT OF THE PROPERTY OF THE PROPE

- 7.5.2 Absence from service without prior notice in writing or without sufficient cause (or a period of seven (7) days of more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law:
- 7.5.4 Causing damage to the reputation or property of the Company:
- 7.5.5 Rreach or non-observence of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secrecy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law.
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, timit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment (or any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.





- 7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time curing your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.
- 7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

8. GOVERNING LAW AND JURISDICTION.

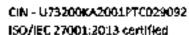
This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangatore,

CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "Mon Disclosure of Confidential information and invention Assignment Agreement" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business of activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.





We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

10. NON SOLICITATION AND NON COMPETITION

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not ic solicil any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

11. INDEMNIFICATION

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

12. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a walver of such powers, rights or remedies.



CN - U73200KA2001PTC029092 ISO/IEC 27001:2013 certified

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supercedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposets retaining to the subject matter hereof.

Yours Sincerely, For Molecular Connections Private Limited

Name : Jignesh Bhats

Title : Chief Executive Officer

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature.

Name of the Employee:

Employee Code:

Date:



ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)

NAME Ms. Bharathi R		Bharathi R		
EMP CODE				
DESIGNATION	Scientific	Scientiffic Analyst - Traines		
GRADE	7			
LEVEL		2		
EFFECTIVE DATE	Nover	vembar 28, 2022		
SALARY COMPONENTS	MONTHLY	ANNOAL		
FIXED COMPONENTS				
Basic + DA	15000	180000		
Special Allowance	1349	16188		
M_Bonus	3000	36000		
RETIREMENT BENEFITS				
PF (Employer contribution)	1800	21600		
Gratuity Contribution	722	8684		
OTHER BENEFITS				
ESIC (Employer contribution)	629	7548		
MONTHLY CTC (A+B+C)	22500			
ANNUAL CTC (A+B+C)		270600		

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

(i) Food subeidy:

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Your Total Maximum Earnings and Cost to the Company = INR 270000/- per annum. [Annual Gross + Total Benefits]			
Signed By:	Date:		

Please Note. MC has be-up only with ICICI and HOFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or chaque itself within 15 days of your joining. MC.



CIN - U73700KA2001PTC029092 ISO/IEC 27001:2013 certified

November 12, 2022

LETTER OF APPOINTMENT

Ms. Lavanya E #15, 3rd Main Road, Shrikanteswara Nagar, Mahalakmi Layout, Bangalore - 560086

Dear Ms. Levenya E.

Molecular Connections Private Limited (the "Company") along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

1. COMMENCEMENT OF EMPLOYMENT

- 1.1 You are employed by the Company in the position of Scientific Analyst subject to the terms and conditions set forth in this Appointment Letter ("Letter"). Your employment with the Company shall commence from November 21, 2022 and be valid until terminated in accordance with the terms set forth in this Letter (the "Employment Period").
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company,

MOLECULAR CONNECTIONS PVT, LTD.

Heritage Building, NS9/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore — 560 070.

Ph.: 080 2669 0145 [Fmall: info@molecularconnections.com | www.molecularconnections.com



- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whather full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company.
- 1.6 You will initially be a confirmed employee of the Company.
- 1.7 MINIMUM SERVICE PERIOD You are required to serve the company for a minimum period of 12 months. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of BNR 25000/- (Rupees Twenty Five Thousand only) including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retrement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in tieu thereof.



CIN - U73200KA2001PTC029092 ISO/IEC 27001.2013 certified

November 24, 2022

LETTER OF APPOINTMENT

Ms. Sanjana \$
11,Mathrushree nilaya,
2nd mein road 2nd cross,
Munikondappa layout,
Bagalagunte Nagasandra pust,
Bangalore-560073

Dear Ms. Sanjana S,

Molecular Connections Private Limited (the "Company"), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

1. COMMENCEMENT OF EMPLOYMENT

- 1.1 You are employed by the Company in the position of Scientific Analyst Trainee subject to the terms and conditions set forth in this Appointment Letter ("Letter"). Your employment with the Company shall commence from November 28, 2922 and be valid until terminated in accordance with the terms set forth in this Letter (the "Employment Period").
- 1.2 Your appointment with the Company is subject to satisfactory ventication of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

Service of

MOLECULAR CONNECTIONS PVT. LTD.

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore − 560 070. Ph.: 080 2669 0145 | Email: info@molecularconnections.com | www.molecularconnections.com



CIN - U73200KA2001PTC029692 ISO/IEC 27001:2013 certified

- 1.4 You shall, during the Employment Period, be diligent and leval and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company.
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your period mance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 MINIMUM SERVICE PERIOD You are required to serve the company for a minimum period of 12 months including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of INR 25000/- (Rupees Twenty Five Thousand only) including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in fleu thereof.



molecular connections

CIN - U73200KA20D1PTC029092 ISO/IEC 270C1:7013 certified

SAŁARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in Annexure A appended to this Letter in accordance with Company's customary payrol procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual coductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

4. PLACE OF WORK

4.1 Your place of work will be at the Company's office in Bangalore. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.





4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

5. RULES AND REGULATIONS

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

COMPLIANCE WITH APPLICABLE LAWS

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant that you have not, and shall not at any time during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, candidate for political office, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business.
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.



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7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving atteast three (3) months prior notice in writing or payment in fieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in fleu thereof, in case of breach or non-compilance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
 - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
 - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.

7.5 Misconduct will include without limitation:

7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;





- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law:
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.6 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secrecy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any oriminal or illegal activity breaking laws or any conviction by a court of law.
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company herelofore provided to you by the Company, or exherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, similt or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatseever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handling over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.



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- 7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.
- 7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiarias or affiliates, either for your own purposes or for any other person or entity.

GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "Non Disclosure of Confidential Information and Invention Assignment Agreement" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.





We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

10. NON SOLICITATION AND NON COMPETITION

Ouring the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

11. INDEMNIFICATION

You agree to Indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, egents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Lefter and/ or any other formal agreement executed between you and the Company.

12. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in oart or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.





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If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely, For Molecular Connections Private Limited

Jignesh Bhate Name : Jignesh Bhate

Title : Chief Executive Officer

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature.

Name of the Employee Employee Code:

Date:



ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)

NAME	Ms. S	ianjana S	
EMP CODE			
DESIGNATION	Scientific A	nalyst – Trainee	
GRADE		7	
LEVEL		2	
SFFECTIVE DATE	November 28, 2022		
SALARY COMPONENTS	MONTHLY	ANNUAL	
FIXED COMPONENTS			
Basic + DA	15000	180000	
Special Allowance	1349	16188	
M_Bonus	3000	36000	
RETIREMENT BENEFITS			
PF (Employer contribution)	1800	21600	
Gratuity Contribution	722	8864	
OTHER BENEFITS			
ESIC (Employer contribution)	629	7548	
MONTHLY CTC (A+B+C)	22500		
ANNUAL CTC (A+B+C)		270000	

Your compensation has been structured to facilitate better lax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

(i) Food subsidy:

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the funch supplied at the office cafeteria.

Your Total Maximum Earnings and Cost to the Company = INR 270000- per annum.	
[Annust Gross + Total Benefits]	
	-

Signed By: Gignesh Bhate	Date:	

Please Note: MC has tis-up only with ICICI and HDPC banks for the salary distursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or chaque leaf within 15 days of your joining MC.

Bharat



Audit Trail

DigiSemer Document ID: d849251f-x942-4568-be72-97173c84f239

Signer

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Email: bharat@molecularconnections.com IP Address: 49.37.248.209

Email: jignesh@molecularconnections.com IP Address: 103 31.216,138

Email: Jgnesh@molecularconnections.com IP Address: 103.31.215.138

Email: sanjanachelly3786@gmail.com IP Address; 2405:204;55:1f.4dBc:c81c:t370:e70e:1492

Email: sarjenashetty3736@gmail.com (P Address: 2405:204:551f.418c:c81c1370:a70a:1492

Email: sanjanashelly3736@cmail.com |P Address: 2405;234;5511;4d8c:c81c:f370:a70a:1492

Email: sanjarashetty3735@gmail.com IP Address: 2405:204:551f.4d6::c81c;f370:e70e;1492

Email: earljanashefty3738@gmail.com IP Address: 2405 204 5511:4080:c81c/1370.a70a:1492

Email: sanjanashetty3736@gmail.com IP Address: 2405:204:551(.4d8c:o81c:1370:a70a:1492 Signature

Bharat

Jignesh Bhate Jignesh Bhate

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Sir I

Existi: sanjanashetiy3736@gmail.com IP Address: 2405:204:551f:4d8c:c81c:i370ra70s:1492 Sir.

Emeilt sanjanashelty3736@gmail.com IP Address: 2405.234 551l.4d8c;c81c;f370;e70a:1492



Email: sanjanastje/ty3736@gmail.com (P Address: 2405:204:551f:436c:c61c.t370:a70a:1492



Email: sarjancehotty3736@gmail.com ₹P Address; 2405;204;551f;4d8c;c81⊏1370;a70a;1492



Event	User	Time	IP Address	.,
Орюмі формина	hrteam@moleculerconnection s.com	11/24/22 2:06:41 AM EST	2408-7400:63:152-a118:56ab: 148e:5cf3	
Open document	hrteam@molecularoonneotion 8.com	11/24/22 2:06:33 AM EST	2406:7400:63:(52:a118:56ab: 148e:5cf3	
Close document	hriesm@molecularconnection s.com	11/24/22 2:07:32 AM EST	2406:7400:63:652:a116:56ab: 145e:5cf3	
Send for algning	hrteam@motecularconnection a.com	11/24/22 2:07:40 AM EST	2406;7400;63;(52.a116,56ab) 148e;5e(3	
Open document	bharat@molecularconnection s.com	19/24/22 2:28/57 AM ES1	49.37.248 209	
Sign document	bharat@molecularconnection s.com	11/24/22 2:29:24 AM EST	49.37.246.209	
Close document	bharal@molecularconnection s.com	11/24/22 2:29:24 AM EST	49.37.248.209	
Open document	hdeam@molecutarconnection s com	11/24/22 3:05:35 AM EST	2406:7400.63.75e1:d9b5:4a6 5:e697;1714	
Close document	hrteam@molecutarconnection s.com	11/24/22 3:05:38 AM EST	2406:7400.63.7561:0965.4a6 5:a697:171d	
Open document	ignesh@moteculerconnection s.com	11/24/22 4:21:04 AM EST	103.31.215.138	¥
Sign document	ignesh@motecularconnection s.com	11/24/22 4:21:19 AM EST	103.31.215.138	
Close document	ignesh@molecularconnection s.com	11/24/22 4:21:19 AM EST	103.31.215.138	
Open document	sanjanashetty3738@gmail.co m	11/24/22 4:22:11 AM EST	2405.204:5510.4d8c.c81c:f37 0:a70a:1492	
Download decument	sanjanashetty3736@gmail.co m	11/24/22 4:24:15 AM EST	2405.204:551f.4d8c.c81c:f37 0:a70ac1492	
Download dicompant	sanjanashetiy3736@gmall.co m	11/24/22 4:27:09 AM EST	2405 204:551[:4d6c-c81c:f37 0:a70a:1492	
Sign document	sanjanashetiy3736@gmail.co m	11/24/22 4:28:08 AM EST	2405;204;55164d8c;c81c;137 0±70a;1492	
Close document	sarjenashetty∂736@gmeil.co m	11/24/22 4:28:08 AM EST	2405;204;551f;4d8o;c81c;f37 0;s70e;1492	



OFFER FOR EMPLOYMENT

Dear Fathirms.

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On behalf of Great Wash Global Business Services India Private Limited ("Breat West Globel" or "Company"), we are pleased to offer you a Full time as Assoc Spec Participant Transaction in the company. You will be required to join Great West Global in Bangalors on mutually agreed tip on detail.

Your gross annual Total Fixed Pay (TFF) will be \$300,000.00 (MR Salary), subject to deduction of tax at source and other standard deductions in compliance with the prevailing tax & other applicable laws.

Further, you will also be effigible for Gratually and other benefits & facilities as per applicable Company Policy(s). The details of benefits & facilities will be provided to you by your Manager or Human Resources Department as a part of your New Hine Crimmation. If you have additional questions, please contact GWG Human Resources at EmpowerIndia, ESS@ampower_planguit com.

included in this offer letter to a this of Documente that you are required to submit on or before the date of joining Greet West.

Blobal.

Your employment with Great West Global is considered to be at will and may be terminated by you or Great West Global at any same subject to applicable notice period. Your appointment at Great West Global will require you to be bound by the prevailing Great West Global code of conduct and all other rules, registations, policies, procedures and guidelines in release to your personal and professional conduct.

The Company shall conduct background checks to verify your work history, aducation, criminal history and other information as inquired by Company policy, chem requirements & applicable laws. The Company reserves the right to take appropriate action based on the results of background check. Your enaployment with Great West Global is subject to you providing all the requested documents and successfully alexang the background checks.

We look forward to you joining the Great West Global team. I take this apportunity to wish you a long and recossiful ceaser at Great West Global.

Sancerelu.

For Great West Global Business Services India Pvt Lamited

Shilipy Sharme

Regional Head #W- Human Resources

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Nagwe: Fathirna K

Postilon: Assoc Spec Participant Transaction Separtment: Operations (Spethe D (Inhested))

Per MONTH Breakdown (Rupees)

Rasic (40% of Yotal Fiser Pay) ING 17,000,00

HRA (40% of Besic Salary) INF 2,660.00

Statutory Bonus IPIR 3,400.00

Special Allowanne IMR 0.00

Leave and Travel Allowance IMR 0.00

PF Employer Contribution INF 2,040,00

Total Flood Pay (Per MONTH): NR 25,000,00

Per AHNURA Bresidown (Rupaes)

Basic (40% of Total Food Pay) #NR (204,000.00

HRA (40% of Basic Salary) NR 730,720,00

Stakulory Bonus INR (40,800,00

Special Allowance IND.

Leave and Travel Alloyrance INR.

PF Employer Contribution INRT24,480.00

Total Photo Pay (Per Atta AM): Nat 7300,000.00

Annual Bonus Program

Beginning Jertsery 1, 2022, you are also eligible to participate in our Armusi Bonus program (ABP) for the 2022 performance year beginning from your date of hire. Associates hired on or after October 1, 2022, are not eligible to secure a manif or participate in the Annual Bonus Program for the 2022 calendar year.

Your bonus reward concremity will be 9.0% of your earned Total Fixed Pay. ASP awards are contingent on a variety of factors including individual and company performance, and will be determined by the Company in its sole discretion. The ASP is subject to change or termination at any time with or without nodes.

To be slightly to receive any Annoel Bonus payments, you must be actively employed by Great West Global and fully in compliance with the Company's policies concerning job performance and conduct as of the date Great West Global determines. The Annual Bonus payments will be subject to tax withholdings and other authorized deductions.



Dear Candidate,

Congretudations!

Thank you for your participation in the 'Campus Recruitment Program'. We are happy of your selection and pleased to offer you an opportunity to join us for the position of Associate Specialist at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your arrival Total Fixed Pay would amount to INR 300,000 INR, Your borus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonns Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

- A) The Company shall conduct background checks which may include your work history, education details, crimmal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
- B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to Join Great West Global Business Services India Pvt. Utd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feet free to contact Ms. Deepa Sharma on deepa sharma@empower.com

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewording association.

Sincerehy,

For Great YVest Global Business Services India Pvt. Ltd.

Authorized Signatory

Name: Swindhux byrrevi S

Namo of the College Mahamani Lakshmi Ammorini College

Onte: 24 - 01 - 2023

Signature: Salher lysel

Omat West Olchal Business Services India Private Limited --Sending Empower 44d Platers

Embessy Tech VNage 662, fell Floor, Block 2A Suitting. What Tower, Sarppur Guler Ring Road Ceverable annhall, Bancalore 560 (03)

ON - U74900 (A2014FTQ077522)

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Dear Candidate,

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We once again like to congratulate you on your selection and welcome you to Great West Global Business. Services India Pvt. Ltd. Femily. We look forward to a long and mutually remarking association.

Sincerely.

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name: RIFA TEHREEM

Name of the College Masterove: "MAHARANI LAKSHMI AMMANE COLLEGE

Date: 24/01/2023

Signature:

Great West Glebal Business Services India Private Limited — Servag Empower and Pulitara Embessy Text: Wilaye SEZ, 1st Floor, Block 2A Building West Tower, Sarjapur Outer Filing Road Devarabisar shall, Bangalore 580103 CIN - U74900KA2014FTCD77522

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Dear Candidate.

Congratulations²

Thank you for your participation in the 'Campus Recruitment Program'. We are happy of your selection and pleased to offer you an opportunity to John us for the position of Associate Specialist at Great West Global Business Services India Pvt. Ltd ('Great West Global' or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to INR 300,000 INR. Your borus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Borus Program awards are contingent on a variety of factors including Individual and Company performance and will be determined by the Company by its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

- A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
- B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact Ms. Deepa Sharma on deepa.sharma@empower.com

We once again like to congratulate you on your selection and welcome you to Great West Global Business. Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely.

.)

For Great West Global Business Services India Pvt. Ltd.

Authorized Signatory

Name: SHAISTA UBED

Name of the College/Institute: MAHARANI LAKSHNI AMMANNI COLLEGE

DATE: 24/01/2023

Signature: Shouts Ubed

Great West Global Business Services India Private Limited — Serving Engower and Pulnium Embasey Tech Village SEZ, 1st Floor, Block 2A Suikting West Tower, Sarjapur Cuter Ring Road Devarabisanahalit, Bangalere 580103 CIN - U74900KA2014FTC077522





February 3, 2021

Mosa Adams (1964 LLP T +91 84 68480400

Page Report Complex 24 Facilities Complex 24 Facilities Complex Road Autor Hagar Bangalum Sector MESA, CUPIX AAT 0871

Dear Prakmilis K.A.

Designated one We've placed to greater you with an offer to just black Adams index LLP (Files' or Talcas Adams') as a Arrior Associate in our Bangaturu, india office. You've an outstanding carefulate and we are exclude for you to jost our warn.

Your work to retion will be Mose Advers Indio LLP, (4-18.), Block L., Embetsly Tech Wilago, Devenibles and rail. Other Ring Road, Bellander, Beng Run Kengelon. 584103. Please report for early a this location.

This offer in contingent work 81(6) serial completion of a benignound check, prior to your joining vis. We will send you on small with instructions for completing the background check high, this after done not complete a contract for completing the background check high, this after done not complete a contract for completing the background check sometimes of section of Sebruary 9, 2023 unless, accepted in writing.

Mart Date

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Your first day of employment will be on bund 27, 2023, or another authority agreed upon date, pending the results of your hankyround check.

Companyation

Your general threel galaxy will be \$640,000. Please refer to Appendix A for a detailed brookeni of your spiling clinature.

You suit be covered by the benefit programs provided to full time employees, as applicable to your position. Please rate to Appendix B for a numerary of our benefits.

As the date of joining Moss Ademic, you will be inquared to sign out employment agreement. We will provide you with a copy of the agreement once your background check is excessibility completed. The your stall day of employment, we will provide you with another copy for your eigenvalue.

Probreint, we believe we can other you a unique and exciting appealably, and that you're well spilled to the challenges and reward of our probreition. If you have any questions should him allow, please do not head of a context Bhunase V S at 8500172727 or bhusa neckwards.

We look insuers to bearing from yes tobic.

Bloweld's

Dave Hollstin - Uestgänged Parmer, More Adams India III. P February 3, 2623

(All amounts are in IMA)

Select Appendix			
Salacy Appendix			
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Altitulal CTC	7600,000		
Companénis	Suidelines	Annual	
Basic	40% of Fixed	1240,000	
hF(A	40% of Basic	70G,00G	
Flexible Expense Plan	As per FEP Guidelines	₹175, 000	
Special Allowance	Balancing Component	₹60,200	
Gross Fixed Pay		₹571,200	
PF Employer Contribution	12% of Basic	₹28,800	
Annual Fixed Salary		<600,000	
Total CTC	†" <u> </u>	7630,3D0	

- Quality and insurance (Group Medicians, Group Sums Life, Group Presonal Accident) is over and above the hard CTC.
 For detailed inferroal on, planta refer to Flore policies upon joining. Please also note that policies are subject to change from the follows.
- Your wondrighted Pay we the a Gross Moethly Road Pay less applicable Solutions (PF, Professional Text & Income Text).

Paskuthi Ko

Attaches com

* Summér & Right

DBM Mexicoscopy exceptor by: K.A., Preferrab DBM districtional acceptor on Feb 8, 2428-1225 Pb/ DBM standard-1986, and aptent busin, 857,45-108-2



February 3, 2023

Nagspagers India (LLP) 7 +31 80 88495400

Regatered clitte 2nd Floor, Sebari Complex, 24 File di Marahal Comppe Road Ashok regar, SengsAns 560:02 INDIA, U.P.N. AAT 8871

Dear Arusti Singh:

Congratutations! We're pleased to present you with an other to join Mass Adams India LLP ("Firm" or "Moss Adams") as a Junior Associate in our Congrature, India price. You've an outstanding carefidate and we are excited for you to jury our teams.

Your work location will be Moss Adams India ELP, 04-133, Block L., Embessay Tech Village, Devariables eathalk Order Ring Road, Bustianium, Bengalum Kamalaka - 500103, Please report for work at this location.

This offer is confingent upon successful completion of a background check, prior to your joining us. We will send you an ernal with instructions for completing the background check. Also, this after these was consider a contract for employment. Our employment offer set expires on February 9, 2023 arises accepted in writing.

Smrt Date

Your fire) day of engloyment will be on June 27, 2023, or another mutually agreed upon date, bending the results of your background check.

Companyeation

Your principal (tweed codery well the \$900,000. Photose refer to Appaintive Alice a detailed becakes of oil your solary clinisham

Constitu

You will be covered by the borroll programs provided to full-love employees, as applicable to your patition. Plasse relatio.

Apparalls 8 for a commany of our benefits.

At the time of joining Mose Adems, you will be required to sign our amployment up serious. We will provide you with a copy of the agreement once your background check is a assessfully complained. On your first day of employment, we will provide you with another copy for your signature.

Argen), we hallow we can ofter you a unique and excharg coportunity, and that you've well suited to the challenges and rewards of our protession. If you have any questions about this offer, please do not healists to contact Bhyrvana V.S. at 9590472727 or bhavanasherat, exgremygrp.com.

We look forward to hearing from you soon

Sincerety.

Onna Folias - Designated Pariner, Moos Adomo India LUP February 3, 2023

(AP errounts are in INR) Seteny Appendix



eOffer Content

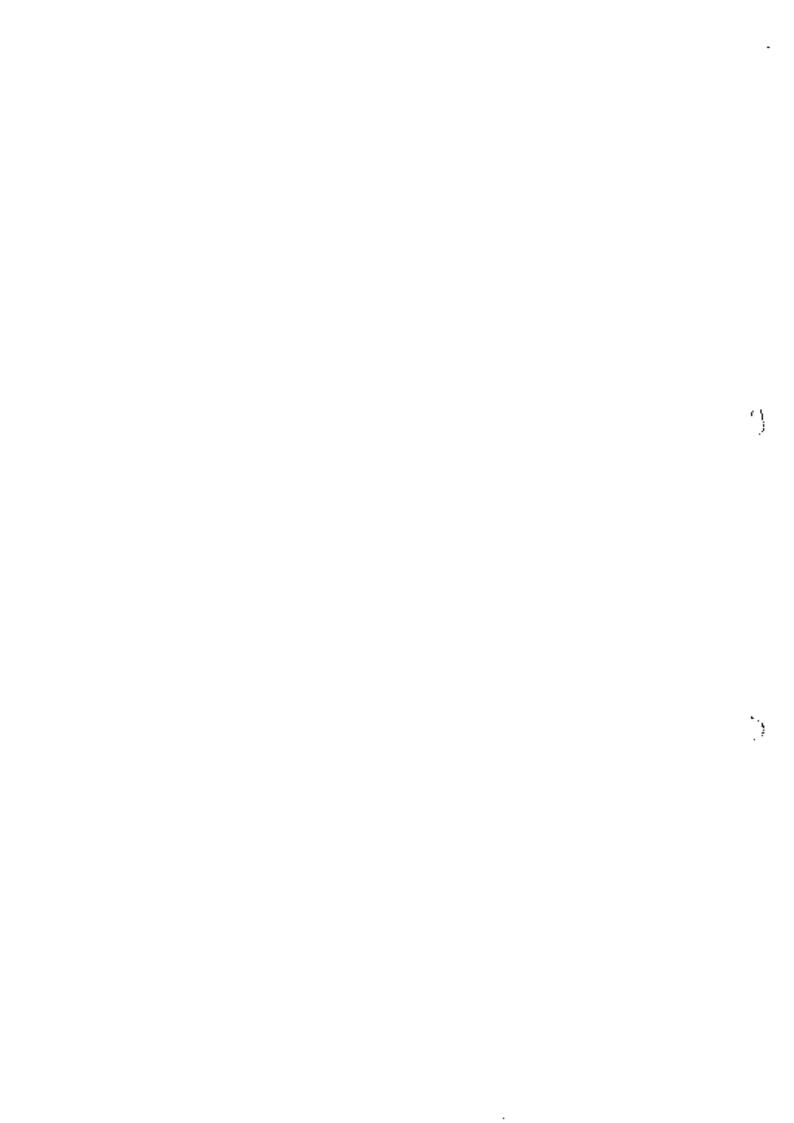
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Mamo	Avechi Skoph	
Annual CTC	7800,000	
Components	Guidelines	Annual
Basic	40% of Fixed	₹240,000
HRA	40% of Bapic	196,000
Flexible Expense Plan	As per FEP Guidelines	£175,000
Special Allowance	Balancing Component	180,200
Gross Fixed Pay	T	₹ 571,200
PF Employer Contribution	12% of Beald	(28,800
Annual Fixed Salary	Ī :	(600,000
Total CTC	1	1600,000

- Gratuity and Insurance (Group Medicialm, Group Farm Life, Group Personal Academi) is over and above the total CTC.
 For deligited information, plaque refer to Firm policies upon joining. Please size note that policies are subject to change from time to time.
- Your monthly Mat Pay will be a Gross Monthly Fixed Pay less applicable deductions (PF, Professional Tax & Incomé Téx).

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Offer a activate By accepted by Singh, Asset Offer a activationally accepted on Feb 3, 2022 2:24 FM Offer a activationally accepted to its 108 198 to 24





February 3, 2023

Mass Ademic rella U.P. T +91 60 58495400

Ragistered office 2nd Floor, Saber Complex, 24 Field Mershal Curiogoe, Road Ashot, Hagar, Bengalawa 560102 Bagaa, U.Phir: AAT 6874

Cear Mayans Kt

Congratutotions: Within pleased to present you with an other to prin Nices. According I I P ("Firm" or "bleak Admin") As it . It informs according to the property of the prop

Your work location will be invest Adams India LLP, 04-133, Block L, Embassy Tech Village. Devarabisans≒eti, Outer Ring Roed. BeRandur, Bengelung Kemelake - 580-103. Please report for work at firs tocation.

This-offer is contingent upon excressful completion of a background check, prior to your joining ris. We will send you an email with instructions for completing the background check. Also, this offer does not consider a contract for employment. Our employment often will expres on February 9, 2323 without accepted in writing.

Start Date

Your first day of employment will be on June 27, 2073, or another makely agreed upon date, pending the results of your background check.

Сопросчения

Your annual food matery will be \$600,000. Please refer to Appendix A for a delailed breakout of your salary structure.

Gerreite

you'set he covered by the benefit programs provided to tult-time employees, as applicable to you position, Presse rate to Appendix B for a summary of our benefits.

As the time of joining Moss Adams, you will be required to sign our amployment agreement. We will provide you with a copy of the agreement once your background check is successfully completed. On your Prof. day of employment, we will provide you with specified copy for your signshine.

Hayana, we believe we can offer you is unique and excling apportunity, and that you're well suited to the cholonges and rewards of our profession. (I you have any quasions about this offer please do not heatful to contact Breventa V S at 9690472727 of bhovaneshwart, va@wrycrp.com.

We look forward to hearing from you seen.

Eincerety,

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Cave Foliati - Designated Pariner; Mose Adams India C.P February 3, 2023

(All amounts are in IMR)

Salary Appendix		
Name	Mayana <	1
Annual CTC	₹600,000	
Components	Guidelines	Agestug)
Basic	40% of Fixed	₹240,00 0
HRA	40% of Basic	₹96,00C
Flexible Expanse Plan	As per FEP Guidelines	₹175.000
Special Allowance	fislancing Component	₹60,200
Gross Fixed Pay		₹571,200
PF Employer Contribution	12% of Basic	128,800
Asmual Fixed Solory		7600,000
lotal C (C		₹600,000

- Statuty and insurance (Group Modestum, Group Torm Life, Group Personal Accident) is over and above the total CTC.
 For detailed infollowing, places regar to Firm policies, upon joining. Please also note that policies are subject to charge from time to time.
- Your movement that Pay was be a Great Number Fixed Pay uses applicable pediusions (PF, Professional Tax & Income Tax).



AND SOME AREA

February 3, 2023

Moss Adams India LLP T +91 80-68495400

Registered office 2nd Floor, Sobari Coreplox 24 Fleid Marshel Carleppe Road Ashok Nager, Bengaturu 560102 INDIA, LLPIN: AAT 88/1

Dear Sonlya Shalkiv.

Congretulational We're pleased to present you with an offer to join Moss Adams (note LLP ("Firm" or "Moss Adams") as a Junior Associate in our Bengaturu, India office, You're an outstanding candidate and we are excited for you to iden our learn.

Your work location with be Moss Adams India LUP, 04-133, Block L. Embassy Tech Village, Devarabisanahalit, Outer Ring Road, Bellandur, Bengaturu Kametaka - 660103, Please report for work of this tocation.

This offer is nonlingent upon successful completion of a background check, arior to your joining us. We will send you an email with instructions for completing the background check. Also, this offer does not consider a contract to employment. Our employment offer will expire on February 9, 2023 unless accepted in writing.

Start Date

Your first day of employment will be on June 27, 2023, or enother mutually agreed upon date, pending the results of your background check.

Compensation

Your arrival fixed salary will be \$500,000, Please refer to Appendix A for a detailed breakout of your salary abucture.

Benefits

You will be covered by the benefit programs provided to full-time employees, as applicable to your position. Please teler to Appendix 6 for a surmary of our benefits.

At the time of joining stoes Adams, you will be required to sign our employment agreement. We will provide you with a copy of the agreement once your bedignound check is successfully completed. On your first day of employment, we will provide you with equition copy for your eignature.

Saniya, we believe we can offer you a unique and exciting opportunity, and first you're wall suited to the challenges and rewards of our profession. If you have any questions about this offer, please do not hastiefe to contact Bhuvana. V.S. at \$0,09,0472727 or bhuvanestwari.vs@wwygp.com.

We look forward to hearing from you sonn

Sincerely,

Ceve Follett - Designated Partner, Mose Adams India LLP. February 3, 2023

(All amounts are in (NR) Salary Appendix

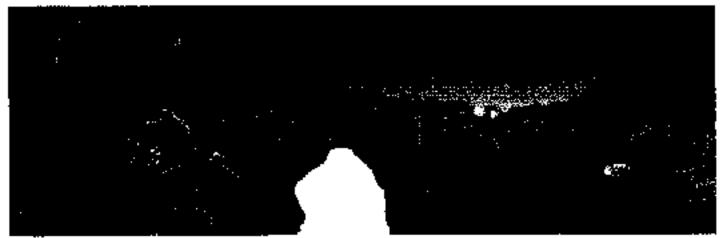
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- Gratuity and insurance (Group Mediciaim, Group Term Life, Group Personal Accident) is over and above the lotal CTC. For detailed information, please refer to Firm policies upon joining. Please also note that policies are subject to change from time to time.
- Your monthly Not Pay will be a Gross Monthly Fixed Pay less applicable deductions (PF, Professional Tex & Income Tex).

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Appendix B (2) or0

Offer electronically accepted by: Shakh, Sentya Other electronically accepted on: Feb 3, 2022 12:31 PM Offer electronically accepted luqu; 108.197 109,46



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Offer has been accepted

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Navy 29, 2023

More February (44% U.P. 1 491 BU SANSSANO

Registered office 2nd Recr., Sebert Complex 24 Parts Manufall Contegue Road A-hab Negar, Bengalaru 040182 INGA 1, LIPIN: AAT (871

Deer Santys,

Congraintplants Within pleased in present yet with on viter to just More Adense (hydro LLP (**hm* or "More Adense") se a Assior Associate in our Bengaline. India cellula. You're an outstanding canditate, and we are excluded for you're join our learn.

Your or stall work faculture will be Ness Automaterial (L.P., 04-125, Sizo) C., Ersteeny Toen Villager, Develop property, Dept Filing Year, Selicities, Dénogèles of Selici

This effects confingent upon secrets to complete of a tappy to are clearly prior to your pointing us. We will send you an entit with indirections for one spectrum of the basis parameters of a response clearly and the secret of the second of

Stant Date

Your had day of employment withto on Julia 24, 2025, or enables musically agreed upon date Coloring Date(), person-place of the neutrin of your background effects. If you less to just up your Jehing Date, this offer of employment will be address to green and began to green acceptance of this offer.

Comptes de lice

Your county fixed select well by 17000,000, Playse wher is Appendix A for a dole led beceived of your solery elections.

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You said be covered by the bonedi programs provided to full-took dreatopases, we applicable to your position. Please rater to Appendix is for the businessly of their

As the same of joining block Adems, you sa' | be required to sign our employment agreement. We will provide you will also go of the agreement despit you bedigneded is successfully completed. On your first day of employment, we will provide you with teacher copy for your signerure.

Sanips, we believe we can offer you a unique and exciting reporturely, and their years well extend to the challenges and remarks of our profession. If you fell the should be challenged and countries of the should be about this offer, places do not be the challenge of the challenge at projection of the challenge
Y/e look forward to hearing from provision.

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(All assolute are in MR) Substy Appendix

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Нето	Service Straffe	
Annual CTC	P620-030	
Greeperideald	OvideRnes	444
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HRA	MAYA OF BARRIES	1134,000
Flexible Expense Plan	As pur FEP Galdahan	1144,000
Order Rued Pay		7564.000
PF Gradowi Cartifolios	17% of Basic	62M/000
Annual Pived Salary	[59 00 400
Undaho Pay	5% of FReed	1,350,000
Total CTG		9834 P00

In equippe, in your principles of the officer's in a service proteins deleted a screenery some exploit is self-tection of the officer's properties as you in the block Adoms in the house program. This became apportunity is a perceivage of Total Plant Calany department on your way. This account said statement of the properties of the pr

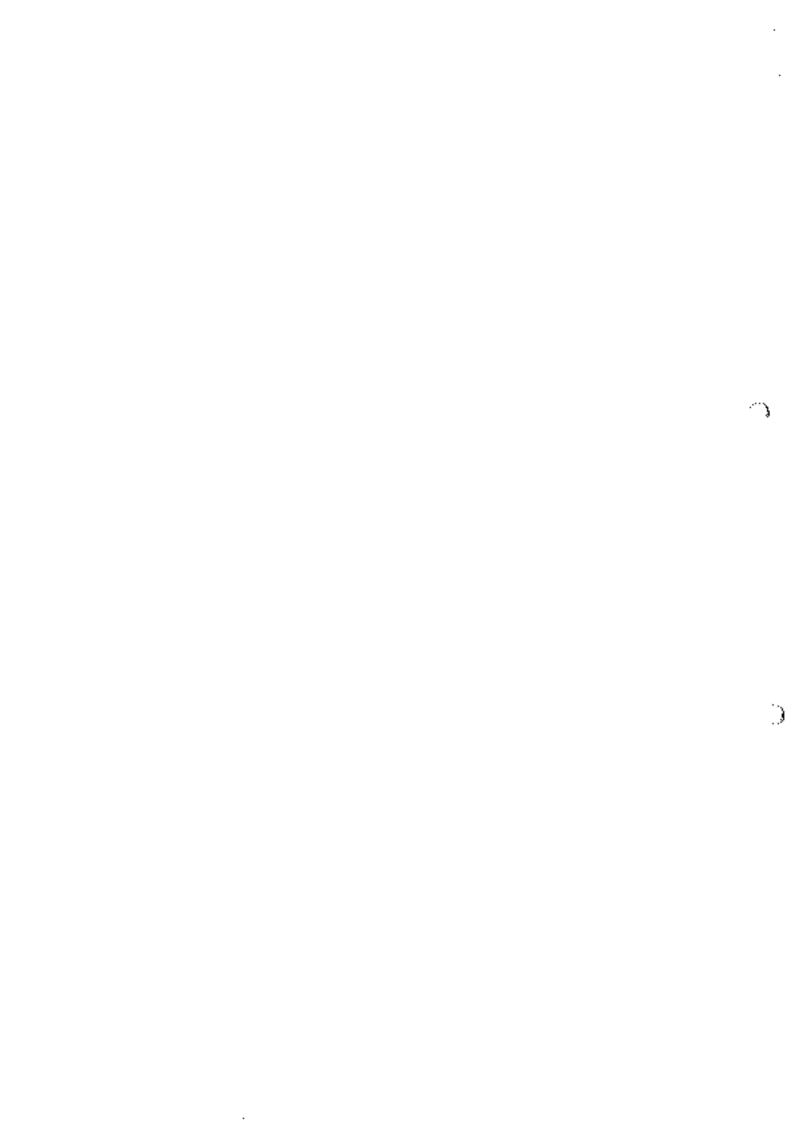
- Stability and have according Modelston, Group Ferry Life, Gloup Personal Accident) is over and above that CTC and will be provided an perapplicable law and block Adarm policy. For detailed information, pluring relief to Permiposition upon joining. Plance and acid that policies are suspected the age from that of Time.
- Your acceptly Mak Pay will be a Group Barriery Peed Pay loss applicable deductions (PF, Professional Tex. & Incorpt Text).

Attachments

Appendix B (1).pdf

Offer electronically eccepted by: Shaikh, Saniye Offer electronically eccepted on: Jun 1, 2023 10:05 PM Offer electronically accepted from: 223.231.153.121

Harry J. Texas/1999 v. Division





May 29, 2073

Naske Artama (milis EEP) T +91 80 65496400

Registered billion 2nd Floor, Sahari Complex 24 Field Marstraf Carrisppa Road Ashok Negar, Bengaluru 560192 NDIA, LEPHK AAT 8871

Dear Nayana,

Congrandational We're pleased to present you with an olist to join Moss Adams (India) (UP ("Firm" or "Moss Adams") as a Junior Associate in our Bangelon, India office, You've an outstanding candidate, and we are enaled for you to lam our team,

Your initial work location will be Moss Adome India LLP, 04-193, Block L, Embassy Tech Village, Devarabisariahah, Cuter Fong Roed, Bellandur, Berngalur, Kernelaka - 560100. Please report tor work at this location or such other location as Moss Adems may communicate at the time of your joining.

This offer is contingent upon successful completion of a techground check, prior to your joining us. We will send you an email with instructions for completing the hartground check. Also, this offer does not constitute a contract for employment. Our employment offer will expire on June 5, 2023 unless accepted in willing.

Start Date

Your first day of employment will be on Jame 28, 2023, or employment upon date ("Joining Date"), pending the results of your sacraground check. If you fall to join us by your Joining Date, this offer of employment will be sufmerficially revoked, regardless of your ecceptance of time offer.

Correctablish

Your arrival fixed satery will be \$600,000. Please rater to Appendix A for a detailed breakout of your salary structure.

Benedis

You will be covered by the besetti programs provided to full-lamp employees, as applicable to your position. Please reter to Appendix 8 for a summary of our benefits.

At the lime of joining Mose Adams, you will be required to sign our employment agreement. We will provide you with a copy of the agreement once your background check is soccessibility considered. On your first day of employment, we will provide you with another copy for your signature.

Nayona, we be large we can ofter you a unique and excilling opportunity, and that you're well stailed to the challenges and renerchs of our profession. If you have any questions about this ofter, please do not hastete to contact in translate Modifiques at physical rediffusion@modifications.com

We look forward to hearing from you wan.

Sincerely,

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Dane Folieri - Detignated Parinar, Missa Adares India III P. May 29, 2029

[All amounts are in INE]

Salary Appendix		
Магте	Neytana K	
Annual CTC	₹690,000	1
Components	Guldetnes	Annum
Basic	50% of Fixed	₹3C0.000
HRA	40% of Basic	₹120,0 0 0
Flexible Expense Plan	As per FEP Guidelines	₹144,000
Gross Fixed Pay		5564,000
PF Employer Contribution	12% of Basic	736,000
Annual Fixed Salary		₹600,000
Variable Pay	5% of Flored	₹3 0,000
Total CTC	<u> </u>	7630,000

Thi addition to your arms at fixed salary, you will be eligible for an armoni performance Writed discretionary bones evident to saladaction of the different personales sal out in the Alors Adents India towns program. It is bones opportunity is a percentage of Total Florid Salary depending upon the organizational business.



6/29/23, 3:13 PM eOlifer Content

team and individual performance each fiscal year, and in some cases, exceed the psycial range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer practices and policies.

- Gratuity and insurance (Group Mediciairo, Group Term Ule, Group Perconal Accident) is ever and above the total GTC and will be provided as par applicable law and Moss Adams policy. For detailed information, please refer to Firm policies upon joining. Please also note that policies are subject to change from their to light;
- Your modulity had Pay will be a Gross Monthly Fixed Pay less applicable deductions (PF, Protessional Tex & Incomes Year).

Attachments

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Appendix B [1].pdf

Offer electronically accepted by: K, Nayana

Offer electronically accepted on, Jun 1, 2023 8.17 PM

Offer electronically accepted from: 122,50,208.1





May 29, 2023

Mote Adents India LLP E +51 BD 68495400

Regeriered office 2nd Floor, Sabari Complex 24 Field Marshul Cartappe Road Ashok Nagas, Bengaluru 850:02 INDIA, LLPES: AAT 8871

Deer Prakrutti,

Congradulations? We're physical to present you with an offer to join Mass Adems (India) LLP ("Firm" or "Mass Adems") as a Junior Associate in our Bengaturu, livitio office. You're an outstanding candidate, and we are auctival for you to join our livers.

Your initial work location will be Moss Adams India LU2, 04-133, Block L, Embessy Tech Wilage, Deverationmentally Outer Ring Road, Defendur, Gengelum Kamataka - 500103. Please report for work at this location or such other location as Moss Adams may communicate at the time of year joining.

This offer in contingent upon successful completion of a leading rend check, given to your joining us. We will send you an email with test scalars for completing the background check. Also, this offer does not consider a contract for employment. Our employment offer not expect on June 5, 27:23 unless accepted in writing.

Start Onto

You' first day of employment will be on Jame 28, 2023, or twicther mutually agreed upon date ("Johning Date"), pending the results of your bedrayment of each if you felt to form us by your Johning Date, five offer of employment will be automatically revolved, regardless of your acceptance of life offer.

Compensation

Your enrust fixed salary will be \$500,000. Please rafer to Appendix A for a detailed breakous of your salary careeings

Benefits

You will be covered by the beselft programs provided to full-time employees, as applicable to your position. Please refer to Appendix B for a cummary of our benefits.

At the lime of joining bloss Adents, you will be required to sign our employment agreement. We will provide you with a copy of the agreement and your background shock is successfully completed. On your flust day of employment, we will provide you with another copy for your signature.

Pretruits, we believe we can offer you a unique and exciting opportunity, and that you've shall easied to the challenges and newards of our profession. If you have any questions about this offer, please do not hastiste to contact Priyanting Rephigues at priyanke, radingues glassesedems.com.

We look forward to hearing from you soon.

Sincerally

Dave Foliatj - Compresed Partner, Moss Adams (ndm.1.1.P May 28, 2023

(All amounts are in INR) Salary Appendix

Salary Appendix	l	<u> </u>
Marrie	Prakruthi	
Atravual CTC	₹630,000	
Components	Guidelines	Annual
Basic	50% of Fixed	₹300,000
HRA	40% of Basic	1120,00 0
Flexible Expense Plan	As per PEP Guidelines	₹144,000
Gross Fixed Pay		₹584,0 00
PF Employer Contribution	12% of Basic	₹38,000
Annual Fixed Salary		000,000
Variable Pay	5% of Fixed	230,00 0
Total CTC		₹830,000

[&]quot;In addition to your annual fixed salary, you will be eligible for an annual performance linked discretionary bonus subject to subtraction of the different parameters sal out in the Mose Assets India bonus program. This bonus apportunity is a percentage of Total Fixed Salary dependent on your level. The actual paid emparts could very depending upon the organizational, business.

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learn and individual performance each fiscal year, and in some cases, exceed the payout range indicated. Any amounts pale will be subject to statutory with deductions as part Engloyer peopless and policies.

- Grouply and insurance (Group Mediciality, Group Term Life, Group Personal Accident) is over and above the tests CTC and will be provided as per applicable law and Morse Adams policy. For detailed information, please reject to Farm policies upon joining. Please also note that policies are subject to change from time to time.
- Your monitify Net Pay will be a Gross Monitify Fixed Pay less applicable deductions (PF, Professional Tax. & Insorrer Tax).

Attachments

Appendix B (1) pdf

Offer electronically accepted by: K A, Prakruthi
Offer electronically accepted on: May 29, 2023 7:02 PM

Offer electronically accepted from: 157.50.34.98

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June 5, 2023

Mose Adams Insta LLP T +91 80 85425400

Registered office 2nd Roor, Saberi Complex 24 Falch Membril Certappa Rood Ashok Neger, Bengalure 560 102 INDIA LUPIN: AVT 6571

Dear Anuthi.

Congratulational Waite pisseed to present you with an offer to join Moss Adams (India) LLP ("Firm" or "Moss Adams") as a Junior Associate in our Sengaturu, India office. You're an outstanding carefulate, and we are explicit for you to join our team.

Your triffel work jocation will be More Adams India LLP, 04-133, Block L, Embersy Tech Village, Deverablemental, Parker Ring Read, Seffendur, Sengaluru Kametake – 680103, Phaspa report for work at this location or such other location as Moss Adems may communicate at the time of your joining.

This after is contingent upon successful completion of a background check, pilot to your joining us. We will send you an exhall with instructions for constitute a contract for employment. Our employment offer will expire on June 42, 2023 unless accepted in writing.

Start Pete

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Your first day of employment will be on June 25, 2023, or enclose multiply agreed upon data ("Joining Date"), ponding the rebelts of your bedground check. If you full to join us by your Joining Date. Wits offer of employment will be subtrestically revoked, regardless of your acceptance of this offer.

Compensation

Your annual floor salary will be \$500,000. Prease refer to Appendix A for a detailed breakent of your salary shrulbure.

Service .

You will be covered by the benefit programs provided to left-frame employment as applicable to your position. Please refer to Appendix B for a summary of our benefits.

As the time of joining Mass Adams, you will be required to sign our employment agreement. We will provide you with a copy of the agreement ance your background check is successfully considered. On your first day of employment, we will provide you with enother copy for your signature.

Anathi, we believe we can ofter you a unique and exciting apportunity, and that you're was suited to the distillength and nimerial of our profession. If you have any questions about this offer, please do not hestistle to contact Priyanke Rodrig, or at priyanke rodrigues@prossederms.com

We both forward to hearing from you soon,

Зпончу,

Dave Folieti - Ossignated Partner, Minos Artners Iprila LLP June 5, 2023

(Ай синхина гоо III (МР.) Займу Арримби

Baltey Appendix	T	\
Name	Arushi A Singh	<u> </u>
Annual CTC	₹630,000	}```
Components	Guidadnes	Annual
Basio	50% of Fixed	₹300,000
HRA	40% of Basic	1120,000
Flexible Expense Plan	As per FEP Guidelines	₹144,000
Gross Fixed Pay	i	₹584,000
PF Employer Contribution	12% of Besic	35,000
Annual Fixed Salary	<u> </u>	4800,000
Variable Pay	5% of Fixed	₹30,00 0
Tale) CTC		7830,000

[&]quot;In addition to your annual food eatery, you will be adjitive for an arrowal performance linked discretionary bonus multiput to substraction of the different personalers set out in the Mose Adams India bonus programs. This bonus apportunity is a percentage of Total Flood Salary dependent on your level. The coloni paid anapproject daily dependent on your level, business, ideas and individual performance much facel year; and in come cases, exceed the payout range indicated. Any amounts peed set be subject to statutory and other deductions as per Emphysis practices, and policies.

- Brainity and Insurence (Oromp Modificine, Group Toron Life, Group Personal Accident) is over and above the total CTC and will be provided as per explanable law and Moter Adams policy. For detailed informs for, please refer to Firm policies appn joining. Please also note that policies are subject to change from time to line.
- Your wonding net Pay will be a Gross Monthly Fixed Pay less applicable deducations (PF, Professional Tex & Income Tex).

Attachmente

Appendix B (1).pdf

Offer electronically accepted by: Singh, Arushi

Offer electronically accepted on: Jun 6, 2023 8:04 AM Offer electronically accepted from: 106.51.170,71

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February 3, 2022

Wolcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme Wipra Limited, Dodda Kannell Sarjapur Road, Bengakuru - 560 035. Phone: (080) 28440811/12, Fax: (080) 28440258

Dear Keerthana K R,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee - Work Integrated Learning Program

Welcome to WILPI

٠,

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee - Work Integrated Learning. Program. This is a scholarship program customized as a robust academic and lealning program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India,

The duration of the academic program shall be 48 months from the date of enrolment to the ecademic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separato communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company"),

Please read through the terms and conditions of your enrolment as provided below.

We look looward to having a long and Ruldul relationship with you at WILP, Wish you all the best?

Yours sincerety, For Wipro Limited,

Aparna Shailen General Manager - Human Resources

Endorsoment

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to perticipate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier angineering factitution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the ecademic https://www.kires.com/ke/ng/podule=Forms&ection=showfict/n&view=thtn&form=tVILP_Enrothmen/_Letter_Templats_2022&user=20164014.8) . 1/8D

program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Traines -Work Integrated Learning Program with WILP.

Appointment details:

We provide support to our global customers through various Company locations in India to still customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including right shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers,

4. Scholarship/Silpend and Benefits

During your period of enrolment, you would be entitled to a consolidated morthly scholarship.

Apart from the monthly scholarship, the Company will provide you with tile & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident insurance (GPAI) coverage of Re.12,00,000/-. You could also choose to get additional coverage for a nominal and highly negotialed premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- It, Group Life insurance coverage of Rs.14, 00,000%. This sum insured is inclusive of cover as per EDLI. (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated. premium. More details on the policy are evallable on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) lowerds. hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marita/family status towards the base sum insured pramium, 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renamal timelines.

If you wish to enhance the coverage, a log up cover option is also available for a highly regottated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below lable lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	489	15,438/- (*)
Second year	17000	563	17,663/- (*)
Third year	19000	· 61\$	19,618/- (*)
Fourth year	23000	o	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations,

Your fourth-year scholarship will continue until completion of your Vi-Tech program, Your enrolment into the MTech. academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonue" of Rs.75,000 after you join Wipro along with your first month.

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August 2, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme Wipro Limited, Dodda Kannelli \$arjapur Road, Bengaluru - 550 035. Phone: (680) 284400(1/12, Fext (080) 28440256

Dear Navye S .

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainse - Work Integrated Learning Program

Welcome to WILPS

With reference to your application, it is our pleasure to erroll you as a Scholar Trainee — Work Integrated Learning Program. This is a scholarship program dustomized as a robust expedents and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

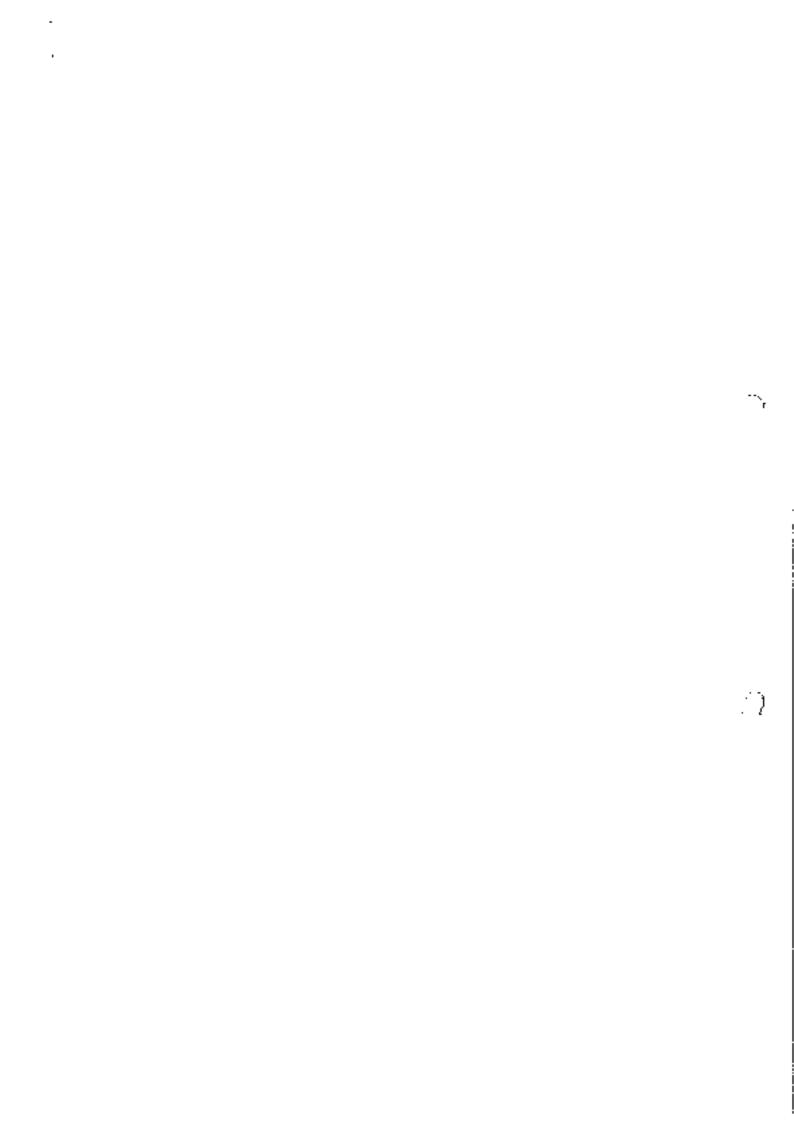
montes from date of joining. Your date of joining will be intensied through a separate communication. The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12

We hope you enjoy the learning with WILP and have an emishing experience boing a part of Wipro Limited ("Wipro or "Company")

Please read through the terms and conditions of your enrolment as provided below

We book forward to having a long and fruitful relationship with you at WILP, Wish you at the best!

Yours einderely, For Wipro Lindled,





Aparna Shallen General Maneger - Human Resources

Endoraemeni

I accept the envolment and the terms and conditions thereof as specified below, I shall report for undergoing study on

enns & Conditions of Scholarship

t. PROFILE:

enable you to obtain M-Tech degree from one of the pramier engineering institution / University upon successful completion of the exerse You have been salected to be a part of Wigno's WILP and are enrolled as a Scholar Theirase-Work Integrated Learning Program. Upon Joining WILP, you will have to undergo a "Project Readness Program" ("PRP") that prepares you to perficuate in projects at the Company 66 pert of this learning program. This robust academic program will also

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of johnng. Unless the Company extends the period of your study in writing, which is done salely at the discretion of the Company, your emplanent would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3, Appointment details:

We provide support to our global customers through various Company locations in India to built customer requirements by operating 24x7. You would be operating from any of the shifts, including right shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

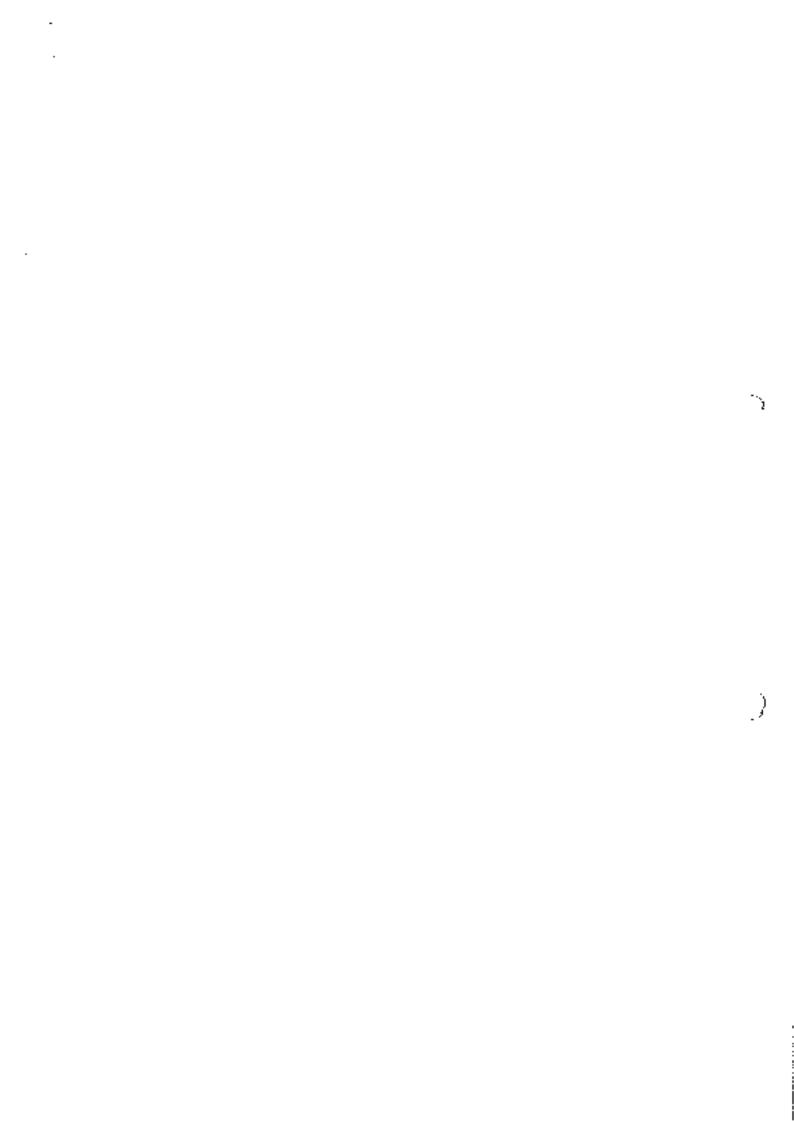
4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship

of by Wipro. This is a wakintary benefit offered by the Company and the datails of the serve are listed below. Apart from the monthly scholarship, the Company will provide you with life & appliestal insurance that would include a cover for you, the premium / cost will be taken care

- L. A. Group Personal Accident Insurance (GPAI) coverage of Rs. 12.00,000/... You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policles section in myMipro, The HR portal at Wipro.
- II. Group Life Insurance coverage of Rs.14, 00,000/-. This sum Insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Poticies Section in myWipro, the HR portal at Wipro

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In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are allgible for a floater coverage of Ks.2.00,0004 per amum for family (set), spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/at pend desending on your marital/family status towards the base sum insured promium. 10% of the claim amount would need to be borne by the employee/Scholar

Base Medical Insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timeknes.

myWipro, the HR portal at Wipro. If you with to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policles Section in

The below table lists down your scholarship details:

23,000/-(*)	0	23080	Fourth year
19,618/- (*)	619	19000	Third year
C)+686,71	83	17000	Second year
15,488/- (*)		15060	First year
Consolide(ed Scholarship (Rs. Per Month)		Scholarship	Period

be deducted from your Scholarship and benefits according to applicable laws and regulations. Employees' State Insurance Corporation Act (at 0.75% of your Scholership) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall (*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under

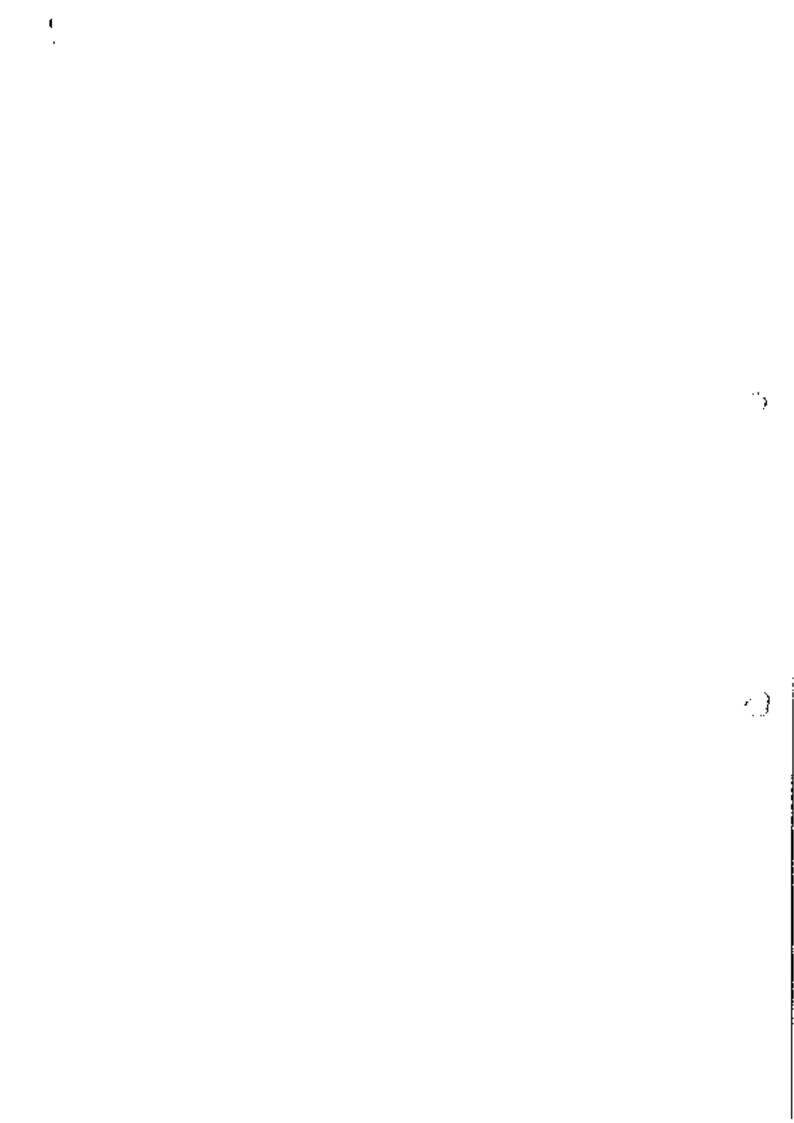
Your fourth-year scholarship will continue until complettor of your M-Tech program. Your enrollment into the MTech academic program within 12 months from date of joining.

from the employee at the time of exit You shall be eligible to receive a chainne "joining bonus" of Rs.75,000 after you join Wipto along with your first month selary. All applicable taxes on the payment of this amount wall be porce by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered.

acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory abademic performance and other requirements as prescribed in the WILP portal. The enhancement of the acholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study.

in case your project performance at any stage to not found to be at par with the requirement of WILP, then you would be placed on performance suprovement program (PIP). If you fall to successfully complete the PIP, the Company may at its sole discretion discontinue your envolvment in the WILP program.

Sook Allowanes:





February 3, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work integrated Lesrning Programme Wipro Limited, Dodda Kannelli Sarragur Road, Bangaluru • 560 035. Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Keerlhaha K.R.,

Sub: Enrolment letter to Wipro's Work integrated Learning Program ("WILP") at Scholar Traince - Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee - Work Integraled Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the ecademic program within 12 months from date of joining. Your date of joining will but intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful retailonship with you at WILP. Wish you set the best!

Yours sincerely, For Wipro Limited,

Apama Shallen General Manager - Human Resources

Endomement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WiLP and are enrolled as a Scholar Traines- Work Integrated Seaming. Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to perficipate in projects at the Company as part of this learning program. This robust scadernic program will also enable you to obtain M-Tech dagree from one of the premier engineering institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic https://wipro.icims.com/forms/module=fiorms/Action=show/form3/len=thm8/orm=WILP_Enrollment_Leitss_Templete_20226uea=231640148l..., 1/10 program. You will be enrolled into the scademic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Traines – Work integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements. by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrokners, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with tife & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are flated below.

- L. A Group Personal Accident Insurance (GPAI) coverage of Rs.12.00.000/-. You could also choose to get. additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro,
- Group Life Insurance coverage of Rs.14, 80,800/-. This sum Insured is inclusive of cover as per EQL! (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myMipro, the HR portal at Wibro,

In addition to the above, you are also eligible for medical insurance cover towards hospitalization,

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitelization. There will be a deduction from your monthly scholarship/stipend depending on your maritaWamily status towards like base sum insured premium, 10% of the claim amount would need to be borne by the employee/Scholar Iraines.

Base Medical insurance is to be availed by the employee as default. If is ecocumed for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renawel timelines,

If you wish to enhance the coverage, a top up cover option is also evaliable for a highly negotiated premium, More details on the policy are evailable on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarehip	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	489	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,616/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0,75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your faurth-year scholarship will cominue antificompletion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipeo along with your (irst month)

salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining borus shall be recovered. from the employee at the time of exit.

The enhancement of the achotership at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other reguliements se prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fall to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs. 1,250/- will be provided to you per samester. This allowance will be given every semester except the fast semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semiester. The allowance will be subject to lex. Book allowance is applicable and paid only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed. in the policy section on the WILP portal

5. Training Agreement:

- i. This taken of envolvent is subject to the execution of a training agreement in the prescribed proforms with Wipro United, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in vanous projects. The Company invests on your behalf for the cost of these trainings. Should you discontinus the WILP program or your enrotment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five (thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have in undergo a Project Readiness Progrem (PRP) to prepare you to carticipate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and oil-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

- . You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- it. Course specialization (notudes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyper security, Embedded Systems.
- ili. Your specialization and enrolment would be decided based on prevaiting business requirements and decision of the Company is final and binding.
- You will not be able to change Specialization track after enrolment.
- Overall program duration is 4 years from date of envolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work / dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques. in projects.

- vili. Fach course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mendatory for securing a pass. grade in a course as prescribed by the partnering institution.
- Ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class. is organized.
- You will be called upon to undergo studies during the hours and days as may be fixed by the Company from. time to time. Normally, the study hours would be from 9:00am to 6:00pm.
- xi. The faculty will take attendance/circutate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xll. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotlable and the faculty reserves the right to deny entry and attendance to late corners.
- xill. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medication the job training (late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mendatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as end when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Traines in a course, is specified as a letter grade which is obtained through a Relative Grading procedure.
- xvill. Any Scholar traines securing 3 or more cumulative fall grade at any point in time will be excelled from WILP. Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar traines's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exame and secure a CGPA of 5.5 before taking up the dissertation, Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation.
- xxl. Project / Dissertation work has to be certied out by each individual separately. Teamwork is not permitted.
- xxll. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiiii. WittiP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work. outlure and environment.
- xdv, in cases where a Scholar trained deviales from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team ℓ faculty ℓ . University would be final and binding,
- xxv. Breach of Integrity will be dealt with stemly. Such Scholer trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during his opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time, Decision of the University would be final and bending.

8. Conflict of Interest:

- II. You shall ensure that you shall not, directly or indirectly, angage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in condict with the interests of Wipro.
- III. The Conflict of Interest Policy elso refers to the need on your part, during your enrolment and for a period of one year from the cessetion of your envolment with WILP (Irrespective of the circumstances of, or the reasons for, the cassalion) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrollment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vander of Wipro to move their axisting business with Wipro to a third party or to terminate their hysiness relationship with Wipro.
 - d, Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- I. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii, During your study as part of WILP. Company expects you to undergo study in the area in which you are placed, with a frigh standard of initiative and efficiency. This is critical and Company has zero loterance lowerds eny deviations.
- ial You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v, You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain at Confidential Information as defined from time to time in the Confidentiality Policy of William, as secret and confidence and do not use or disclose any such Confidential Information except as may be required winder. obligation of law or as may be required by WILPAMpro and in the course of your association with WILP. This coversat shall endure during your association and beyond the cessation of your association with WILP (invespective of the circumstances of, or the reasons for, the cassation).
- vil. In connection with your association with Wipro as part of the Will P and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive properly, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries. techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

- i. In consideration of the apportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain of Confidential Information as defined from time to time in the Confidentiality Policy of Wiore, as secret and confidential and do not use or disclose any such Confidential information except as may be required under obligation of law or as may be required by Wilpro and in the course of your enrolment. This occurant shall endure during your enrolment and beyond the cassation of your enrolment with Wipro (trespective of the circumstances of, or the reasons for, the cessation),
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confident at information, including trade secrets, of any termer employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you allim that you have no confidence obligations or noncompete agreements that would prevent you from working without limitation for Wilpro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and easign to Wipro as he exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property,

12. Poeting

During the initial study period, initially you would be made (amiliar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wigno, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of finis letter of enrollment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrotment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wypro's right to enforce the Treining agreement. Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in fleu thereof, if any declaration given or information furnished by you to WILP/ Whore to found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have incluiged in majoractices or used litegal means to clear your online assessment. Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrotment:

Notwritiztanding any of the clauses of this feller of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

- L As a Scholar Traines Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fired by WILP from time to time as per the University requirements.
- ii, Normally, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45minutes lunch interval.
- ili. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic atudy as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- v. The university will plan contact classes in multiple formal to sult the project work situations and university. guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtue) instructor Led Training. and Sall-Directed / Recorded lecture sessions.

18. Generat:

- I. This letter of enrolment is subject to the condition that you have not provided us with any talse declaration or within suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- It. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in kill force and effect.
- IE. These enrolment terms supersade and replace any existing agreement or understanding, If any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling. under this agreement. In the every that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies ere updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time.

17. On Completion/Cancellation of Academic Program:

- i On Completion of the academic program or cancellation of your enrolment, as the case may be, you will: immediately surrender to Wiprof the Academy all specifications, formulae, documents, literature, drawings or records, etc. pelonging to Wipro/ the Academy or relating to its business and al-ail not make or relain any copies of these lients.
- If You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this latter of enrolment and the study scheme formulated by the Academy.
- Wipro reserves the right to offer employment at its sole discretion to a Sobolar trainee on successful and. satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of envolment. duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by eighing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For Wipro Limited,

Aparna Shailen General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

<u>ANNEXURE I</u>

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Keerthans K.R., confirm that I am votur tarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the lollowing purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including packground verification checks;
- academic study related actions including record keeping, processing acholarship advance and benefits and any action required in the context of my envolment with Wipro, being a part of WILP.

In this content, I also agree to the retention of such Personal Information by Wipro for any future reference/verification. and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge, in the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wilpro.

ANNEXURE - II

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate work,

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioral skills,

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated protessionals who have exposure to the scademic and corporate sectors alike. Project Rectiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Comorate Readiness Program - CRP

The CRP program is focused on making young Trainess comfortable in a corporate environment, This program starts with a corporate induction.

"EMERGE" a behavioral skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture. and business efiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects afocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work. environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics. required to complete the project. Starting with individual projects, the PBL approach ands with recruits working on a team project.

ANNEXURE - IV

POST CONVERSION DETAILS

Post successful completion of your course and conversion to full time employment, you will be part of the Campus.

Program which has a special bonus and alded career path. Please find below the compensation and bonus plan as: part of the program which will be effective from your joining date with Wigro as a full time employee.

Your compansation post successful completion of your course and joining as a full time employee with be Rs.6,00,000. per annum. In addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 morths from the date of payout. The ocrous will be paid as per the details below and will be subject to applicable payroli takes and withholdings:

Year	Bonus
End of Year 1	1.00,000 - 1,50,000
End of Year 2	1,00,000 - 1,50,000
End of Year 3	1,00,000 - 1,50,000

Please note the terms and conditions.

- The special borous is subject to
 - you being "active" in the services of the company through to retention date as applicable.
 - your employment has not been terminated for poor performance or for cause prior to retention date.
 - you have not resigned voluntarily or abandoned your job as of the retention date.
- 2. Please note that this is subject to you meeting satisfactory performance levels, if the performance criteria is not. fulfilled, you will not be eligible to receive the borus. The same is understood and accepted by you.
- ~ 53 . The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus. poyout, This will be applicable to all 3 tranches of bonus payouts
 - In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate. as per company policy
 - 5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management learn's decision on the payout would be final and binding.
 - You shall keep the contents of this letter confidential

Note: The above shall be applicable on successful completion of your course and will be effective from your joining date with Wipro as a full time employee.

ANNEXURE - V

I have read and understood the terms of my enrolment letter. Lagres and anknowledge that I am a Student/Scholar traines with Wioro's WR.P. I further undertake that I shall not represent to any person within Wipro or any other third. party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

<u>Travel, Accommodation, Food & Other Miscellaneous Expenses.</u>

Travel

: }

- You would be ontitled for Rs. 1500 from the date of appointment as a lump sum amount lits) will be credited. with your first month stipend. You may utilize this amount towards Travel and you would not head to submit bills towards usage of this amount.
- ii. There is no provision for reimbursement/allowance lowards any expenses incurred in lieu of ellending training. or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a fump sum amount that will be credited with your first month stipend and you would not need to submit bitle. towards usage of this amount.
- ji. If your posting location (the location where you would be based out of after training) is different from the training. location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date. of reporting to the posting location. You may utilize this amount towards boarding, locging, conveyance & other miscellaneous expenses.

2/3/22, 9:48 AM

https://wipro.ktms.com/forms?modute=Forms&action=showForm&view=Men&form=WALP_Envolvment_Letter_Template_20226...,

- fii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered. under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> india->My Travel>Transfer Policy-Team Rainbow.
- iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please pute in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Accept □ Decline

☑ Signature Keerthans K.R. 3/2/2022 9:45 AM. (checking the checkbox above is equivalent to a handwritten algorithms)

Registered Officer

Wero Limited

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February 1, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme Wipro Limited, Dodda Kannelli Sarjapur Road, Bengaluru - 580 035. Phone: (080) 28440011/12, Fax: (080) 28440256

Oear SUPKITHA S.

Sub; Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") sa Scholar Traines – Work Integrated Learning Program

Welcome to WILPI

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee - Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be excelled into the academic program within 12 months from date of joining. Your date of joining will be Intimated through a separate communication.

We hope you anjury the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Pleasa read through the larms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely, For Wipro Limited,

Aparna Shailen General Manager - Kuman Resources

Endorsement

) accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee-Work Integrated Learning. Program, Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this tearning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic https://webra.toms.co.g/cyms/hyndute--Forms&scsjon-shey-Form&view-htm&torm=W.L.P. Enrollment. Letter_Template_20228ubbr=231640266i. . . . 1/10 program. You will be enjoyed into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrotment would automatically terminals at the end of the stated 48 months.

in case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Traines -Work integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to sulf customer requirements. by operating 24x7. You would be operating from any of these locallons and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Banafita

During your period of enrolment, you would be entitled to a consolidated morthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipre. This is a voluntary benefit offered by the Company and the delaits of the same are listed below.

- L A Group Personal Accident Insurance (GPAI) coverage of Re.12,00,000/-, You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- droup Life insurance coverage of Rs.14, 20,000/-. This sum insured is inclusive of cover as per EDLI. (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated. premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

in addition in the atoms, you are also eligible for medical insurance cover lowards hospitalization.

You are eligible for a floater coverage of Rs.2.00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your manita/family status towards the base sum (insured premium, 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge, Top-Up cover is voluntary and charged as applicable during renawal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly regotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table (lets down your advolarable details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	16,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,61R/- (*)
Fourth year	23000	Ó	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, laxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Aci (at 4.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech. academic program within 12 months from date of johnny.

You shall be eligible to receive a anetime "joining bonue" of Rs 75,000 after you join Wipro along with your first month

sclary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of aludy, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP postal.

In case your project performance of any stage is not lound to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fall to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs, 1,2504 will be provided to you per semester. This allowance will be given every semester except the last comester when you will be engaged in dissertation. The allowance will be paid to you captrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed.

§ in the policy section on the WELP portal.

5. Training Agreement:

- L This letter of enrolment is subject to the execution of a training agreement in the prescribed proforms with Wipro Limited, Sarjapur Road, Doddakannelii, Bengaluru-560035 on or before Joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 80 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the data of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRF)

Upon enrolment, you will have to undergo a Project Readmass Program (PRP) to prepare you to participate in projects. This is offered by Wipro a • Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-tife project work which is an integral part of the WILP.

7. Regulations of Academic study:

- i. You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wiprofor WILP.
- ii. Course specialization includes but is not limited to Software Systems. Software Engineering. Information Technology, Computing Systems and Infrastructure Management, Date Analytics, IoT. Cloud, Digital & Cyber security, Embedded Systems.
- Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- Iv. You will not be able to change Specialization track after enrolment.
- v. Overell program duration is 4 years from date of enrolment of academic program.
- vt. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vij. You will be required to submit a project work / dissertation in your final semester (8⁶¹ semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

- vili Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a passigrade in a course as prescribed by the partnering institution.
- kt. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 0:00pm.
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded property.
- vii. Wit.P Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late corners.
- xlin. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medication (the job training field coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar trainess who fall to meet the minimum altendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainse in a course, is specified as a letter grade which is obtained through a Relative Grading procedure.
- xviii. Arry Scholer trainee securing 3 or more cumulative fall grade at any point in time will be expelled from WILP. Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholer trainee's CQPA is less than 6.6, the Scholar traines will not be permitted to register for the dissertation. He/she has to re-appear for exame and secure a CGPA of 3.5 before taking up the dissertation. Also, a Scholar trainer with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- XXIII. WILP Scholer framees are expected to maintain decorum and discipline in line with Wipro's protessional work. culture and environment.
- xXV. In cases where a Scholar trained deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict ection will be taken and the decision of the WILP Team / (acuty /, University would be final and binding.
- xxx. Breach of Integrity will be dealt with stemly. Such Scholar trainess will be asked to discontinue their studies and also expelled from WILP program.
- xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxvii. All Scholar trainees of the W(LP will) be given testimovials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

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- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program, in. addition to your study and academic requirements, you are required to engage yourself exclusively in the work, assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head Manager of WILP Academy
- You shall ensure that you shall not, directly or indirectly, engage in any activity or have any marest m, or perform any services for any person who is involved in activities, which are or shall be in conflict with the Interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your anniment and for a period of one year from the descation of your enrolment with WILP (irrespective of the circumstances of, or the reasons, for, the cessation) not to solicit, induce or encourage:
 - Any studer/t/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - Any employee of Wipro to terminate their employment with Wipro or to accept employment with any. composition, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv, in case of any conflict of doubt, please discuss the matter with Head / Manager of WiLP, to understand Wipro's position on this and resolve the conflict.

Obligation and Responsibilities:

: ")

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- During your study as part of WRLP, Company expects you to undergo study in the erea in which you are placed. with a high standard of initiative and efficiency. This is critical and Company has zero tolerance forwards any deviations.
- ii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- by During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become to sown to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and posicies of the Will P and Wigro, These are updated / modified. on a parketic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made. available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential information as defined from time to time in the Confidentiality Policy of Wigro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP, This covenant shall endure ouring your association and beyond the cassation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cossistion).
- vii. In connection with your association with Wigro as part of the Will P and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including wilhout limitation legal documents, training) materials, computer software and associated materials) developed or conceived by you eglety or jointly with others (whether or not during business or academic session hours), and shall comply with the Politics of Wipro in relation to intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to concerate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

- t in consideration of the opportunities, training and access to new techniques and know-how that will be made. available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of izw or so may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cassation of your enrolment with Wipro (trespective of the circumstances of, or the reasons for, the cessation).
- ii, Quring your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or noncompete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

in connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and essign to Wipro se its exclusive property, all invantions, ideas, concapts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall compty with the Policies of Wipro in relation to intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to enother division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the acholarship amount. On placement, of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unlifteranch. You may also be placed in any eister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of acholership amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training. Agreement duty signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study mithout any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WiLP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have incluiged in majorectices or used illegal means to clear your online assessment. Wipro shall withdraw or revoke the excellment and cancel the same with immediate effect and we reperve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstending any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this errolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15, Study Hours:

-), As a Scholar Tramee Work integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WRP from time to time as per the University requirements.
- ii. Normally, your "Project work" would be from 8:30em to 6:00pm from Monday to Friday. There shall be a 45minutes lunch interval.
- iii. You would be assigned to any of the locations and any project work as part of your WiLP as may be decided by the Company.

- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- v. The university will plan contact classes in multiple format to suit the project work situations and university. guidelines such as contact classes in iLT (instructor Led training) and / or VILT (virtual fnatructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

- I. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unonforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- it. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling uncer this agreement. In the event that you are not a citizen of the country of posting, you should have a yalid work permit to work in the country of poeting.
- v. During the period of anioliment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- I. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or rotain any cocles of these items.
- ii. You are not eligible to receive tealimonial certificate if you do not successfully complete the acedemic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar traines on successful and. satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

🖟 Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WiLP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by aigning a copy of this latter of enrolment and submit the same on the date of joining.

Yours sincerely,

For Wipra Limited.



Aparna Shaden General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein,

I shall be precent for the induction session on

ANNEXURE (

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I SUPRITHAIS, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ['Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background vertication checks.
- academic study retailed actions including record keeping, processing achidership advance and benefits and any action required in the context of my enrowment with Wipro, being a part of WILP,

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification. and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is evaluable with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark enset and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the W-pro eligibility criteria and submission of the above mentioned documents.

i hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be hable for termination of my anrolment with Wipro.

ANNEXURE - (I)

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro proom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed: by ineights into Wipro businesses, process, lecthology and behavioral skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioral skills building training program ensures that the fresh Traines start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrante about the corporate work outture and business eliquetie.

Technology Readinese Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and precent to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work. environment

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PRI approach ands with requits working on a team project.

ANNEXURE - IV

POST CONVERSION DETAILS

Post successful completion of your course and conversion to full time amployment, you wif be part of the Campus.

Program which has a special bonus and aided career path. Please find below the compensation and bonus plan as part of the program which will be effective from your joining date with Wipro as a full time employee.

Your compensation post successful completion of your course and joining as a full time employee will be Rs.8,00,000. per annum. In addition to the mentioned eatery, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bomis
End of Year 1	1,00,000 = 1,50,000
End of Year 2	1,00,000 - 1,50,000
End of Year 3	1,00,000 - 1,50,000

Please note the terms and conditions:

- The special bonus is subject to
 - you being "active" in the services of the company through to retention date as applicable.
 - your employment has not been terminated for poor participance or for cause prior to retention date.
 - you have not resigned voluntarily or abandoned your job as of the retention date.
- Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not. fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- 3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 3 tranches of bonus payouts
- In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
- You shall keep the contents of this letter confidential.

Note: The above shall be applicable on successful completion of your course and will be effective from your joining date with Wipro as a full time employee.

AMNEXURE - Y

I have read and understood the terms of my emplinent letter. I agree and acknowledge that I am a Student/Scholar traines with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third. party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciptionary action including immediate cancellation of my enrolment.

<u>Travel, Accommodation, Food & Other Miscellaneous Expenses.</u>

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- i. You would be entitled for Rs. 1500 from the date of appointment as a lump ours amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- There is no provision for reimbursement/allowance towards any expenses incurred in fieu of attending training. or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Excenses

- L You would be entitled for Rs.400 per day for 8 days (total amount of Re.3,200) from the date of joining. You may utilize this amount towards accommodation, food 8 other miscellaneous expenses. This would be paid as a lump sum emount that will be credited with your first month stipend and you would not need to submit bills. towards usage of this amount.
- II, If your posting location (the location where you would be based out of after training) is different from the training. location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Ro.1200 per day for 7 days (total amount of Rs. 8,400) from the date. of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscelleneous expenses.

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- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered. under the Transfer policy for Team Reinbow. For details you can refer the policy at myWipro-> My Policies -> " India->My Trevel>Transfer Policy-Team Rainbow.
- Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

M Accept □ Decline

M Signature SUPHITHA S 1/2/2022 1:25 PM. (checking the checkbox above is equivalent to a handwritten signature).

Registered Office:

Wipes Limited T :*91 (80) 2844 0011

Doddekarmett F:+91 (90) 2944 0064

Serjaper Road ■ Anko@wipro.com

Bangaluru SED 035 Wickforo.com

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February 2, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme Wipro Limited, Dodda Kannelli. Sarjapur Road, Bangakuru - 560 035. Phone: (080) 28440011/12, Fax: (080) 28440256

Dear M Anushil,

Sub: Enrolment latter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Traines – Work Integrated Learning Program

Welcome to WILP!

With **reference to your application**, it is our pleasure to enroll you as a Scholar Tzeinee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to ciptain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the ecademic program within 12 months from date of joining, Your date of joining will buintimated through a soparate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WiLP, Wish you all the best!

Yours sincerely. For Wipro Limited,

Aparna Shallen General Manager - Human Resources

Endorsement

I accept the envolvment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work integrated Learning Program. Upon joining WiLP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrollment to the academic https://aipro.frims.com/forms?module=FormsRedion=showFormSriex=htmSionn=MtLP_Enrollment_teller_Templete_2022&usor=23166023&t... 1760 program. You will be enrolled into the academic program within 12 months from data of Johning. Unlass the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment. would automatically terminate at the end of the stated 48 months.

In case the Company extends the scademic period (in writing) you will continue to be enrolled as a Scholar Traines -Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global outdomors through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with like & accidental insurance that yould include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- A Group Personal Accident Insurance (GPAI) coverage of Rs.12.00.000/-. You could also choose to get. additional coverage for a nominal and highly negotiated premium, More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- Group Life Insurance coverage of Ra.14, 90,000/-. This sum insured is inclusive of cover as per EDL1. (Employee Deposit Linked Instrumer). You can also get an entre coverage for a nominal and highly negotiated. premium, More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a fipater coverage of Rs.2.00.000/- per annum for tamily (self, spouse & children) towards hospitalization. There will be a deduction from your monthly acholership/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employae/Scholar trainee.

Base Medical Insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renawal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Pariod	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,489/- (*)
Second year	17000	553	17,553/- (*)
Third year	19#0₽	618	19,618/-(*)
Fourth year	23000	0	23,000(- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues end levies where required, shall be deducted from your Scholarship and benefits according to applicable taws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrollment into the Mitech. academic program within 12 months from date of (dning.

You shall be eligible to receive a one time "joining bonus" of Rs.76,000 efter you join Wipro along with your first month.

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selary. All applicable texes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered. from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendence. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowence:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester. except the fast semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowence will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Datails of the policy can be viewed in the policy section on the WILP portal.

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforms with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before prining the program ("Training Agreement*).
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Re.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in l projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study;

- I. You will be enrolled for M-Tech grogram with a renowned institution ("University") that collaborates with Wipro. for WILP.
- Course specialization includes but is not limited to Software Systems, Software Engineering, Information. Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems,
- iil. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- Overall program duration is 4 years from date of enrolment of academic program.
- vs. As per the program structure, a WILP Scholar Paines will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You wi'll be required to submit a project work / dissertation in your line) semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques. in projects.

- vill. Each course has muthole evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass. grade in a course as prescribed by the partnering institution.
- ix, Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester, in the normal course, one session of 2 hours duration per course per contact class. is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm.
- xi. The faculty will take attendance/circulate attendance sheets for every seasion. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WNLP Scholer trainees are expected to be on time for every session. Punctually is non-negotiable and the faculty reserves the right to deny entry and atlandance to late corners.
- xlii, Abanding 75% of contact session is mandetory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medication the job training flate commulipersonal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar trainess who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semaster, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semisters fees are to be borne by you se prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade. which is obtained through a Relative Grading procedure
- xviil. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP. Program:
- xix. The 8th semester of study is fully devoted for dissertation / project work.
- xx. If a Scholar trainee's CGPA is less than 5.6, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar training with an Eigrade in any course will not be permitted to register for the Dissertation.
- xxt. Project / Dissertation work has to be carried out by each inclividual separately. Teamwork is not permitted.
- completed strictly as per the guidetines that are outlined by collaborating institution.
- xxilli. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work. culture and environment.
- xxly. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.
- xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxv. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxvit. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this apportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Declaton of the University would be final and blinding.

6. Conflict of Interest:

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- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the progrem. In: addition to your study and academic requirements, you are required to engage yourself exclusively in the work. assigned by Wipro and shell not take up any independent or individual assignments (whether part time or full ilme, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head Manager of WILP Academy
- You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the Interests of Wipro.
- The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cassation of your enrolment with WILP (grespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplies or any outtomer with whorn you have a connection.
 - Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - Any customer or vendor of Wilpro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WiLP, to understand Wipro's position on this and resolve the conflict.

Obligation and Responsibilities:

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- i. During the study period you will be governed by the WiLP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- During your study as part of WiLP, Company expects you to undergo study in the area in which you are placed, with a high standard of inhiative and efficiency. This is critical and Company has zero tolerance lowerds any deviations.
- iii You would not be allowed to seek membership of envitocal or public body without the written approval from the Head / Manager of WILP.
- by. During the study period and thereafter, you would not be allowed to give out to snyone in writing or by word of mouth or otherwise, particulars or catalis of work - process, technical know-how, research carried out, security arrangements, or administrative end/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- You are bound by all regulations, instructions and polloies of the WILP and Wipro. These are updated / modified. on a periodic basis and new policies may be introduced and polified to Schotar trainees from time to time and you will be bound to comply with the same.
- In consideration of the opportunities, trainings and access to new techniques and know-how that will be made. available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please, maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wigno, as secret. and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by V/ILP/Wigro and in the course of your association with V/ILP. This covernant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- viv. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to inteffectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepta, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the

10. Confidentiality:

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- I. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential (nformation as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenent shall andura during your anrotment and beyond the cassation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons (or, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade escrets, of any former employer (ill any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or noncompete agreements that would prevent you from working without limitation for Wilpro.

11. Assignment of Intellectual Property

In connection with your annothment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to intellectual Property.

12. Posting

During the initial study period, initially you would be made tamilier with Wipre, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any slater company of Wipro, for practical studies.

13. Misconduct:

- i, in case you are charged with any misconduct or disciplinary leave during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wilpro may deem fit. If the charges against you are proved to be true, your enrotment may be immediately. cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this jetter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- i), Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement. Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be felse or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company recorves the right at its sole discretion to cancel this enrolment during the study period without essigning any reason, by giving one months' (30 days) notice of one month's scholarship/slipend in Neu of notice.

15. Study Hours:

- L As a Scholar Trainee Work Integrated Learning Program, you will be called upon to undergo studies during: the hours and days as may be fixed by WILP from three to time as use the University requirements.
- il. Normally, your "Project work" would be from 8:30am to 8:00pm from Monday to Friday. There shall be a 45. minutes lunch interval.
- iii. You would be assigned to any of the locations and any project work as part of your WiLP as may be decided by the Company.

- iv. The full day lecture assalons will be held at any of Wipro's other establishments/outsourced vanue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- The university will plan contact classes in multiple formal to suit the project work situations and university. guidelines such as contact classes in IUT (instructor Led training) and / or VIUT (writtel Instructor Led Training) and Self-Directed / Recorded lecture sessions.

16. General:

- I This letter of enrolment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any meterial information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect
- III. These enrolment terms supersede and replace any existing agreement or understanding, if any, halwaan Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling. under this agreement, in the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- Quing the period of enrolment you are required to comply with all policies of WILP and Wipro. These posicies. are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

On Completion/Cancellation of Academic Program:

- I. On Completion of the ecademic program or cancellation of your enrollment, as the case may be, you will ammediately surrender to Wilprof the Academy all specifications, formulae, cocuments, Meralure, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonist cartificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

Acceptance of Enralment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of envolment. cuty signed by you as a taken of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrotment by signing a copy of this. letter of enrolment and submit the same on the date of joining.

Yours suncerely.

For Wipro Limited,



Aparra Shailen General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions berein.

i shall be present for the induction session on

ANNEXURE

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION) TECHNOLOGY ACT, 2000)

! M Anushri, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wiore for the following purposes:

- a validating my application form and retaining records on the same for any luture reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing acholarship advance and benefits and any action required in the context of my envolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification. and authorize Wipro to transfer the same to a third party.

I understand that "Personal Information" means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining, I understand that my enrolment is subject to my appregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I horoby declare that all the particulars mentioned above are true to the best of my knowledge, in the event of my (allure to submit the above mentioned documents or in case of any discrepancy,) shall be liable for termination of my enrolment with Wipro.

ANNEXURE - IR

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Whore groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer stalls followed: by insights into Wipro businesses, process, technology and behavioral akills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, line induction program is done by a team of decicated professionals who have exposure to the ecademic and corporate sectors alike Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainers.

Corporate Readiness Program • CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate industrian.

"EMERGE" a behavioral skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquetta.

Technology Reediness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE - IV

POST CONVERSION DETAILS

Post successful completion of your course and conversion to full time employment, you will be part of the Campus

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Program which has a special bonus and aided career path. Please find below the compensation and bonus plan as part of the program which will be effective from your joining date with Vispro as a full time employee.

Your compensation post successful completion of your course and folining as a full time employee will be Rs.6.00,000. per annum, in addition to the manifored salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of Year 1	1,00,000 - 1,50,000
End of Year 2	1,00,000 - 1,50,000
End of Year 3	1,00,000 1,00,000

Please note the terms and conditions:

- The special bonus is subject to
 - you being "active" in the services of the company through to retention date as applicable.
 - your employment has not been terminated for poor performence or for cause prior to retention date.
 - you have not resigned voluntarily or abandoned your job as of the retention date.
- Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- 🔪 3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus. payout. This will be applicable to all 3 tranches of bonus payouts.
 - In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
 - The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
 - You shall keep the contents of this letter confidential.

Note: The above shall be applicable on successful completion of your course and will be effective from your joining date with Wipro as a full time employee.

ANNEXURE - Y

I have read and understood the lerms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar traines with Wigro's VVI_P) further undertake that I shall not represent to any person within Wigro or any other third party that I am an employee of Wipro Ltd end I fully understand that such false representation shall enter severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

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-). You would be sutilised for Rs. 1500 from the date of appointment as a tump sum amount that will be credited with your first month silpend. You may utilize this amount towards Travel and you would not need to submit bills. towards usage of this amount.
- 1). There is no provision for reimbursement/allowance towards any expenses incurred in feu of attending training. or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Excenses

- i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs 3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a tump surn amount that will be credited with your first morth stipend and you would not need to submit bills. towards usage of this amount.
- ij. If your possing location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (lots) amount of Rs. 8,400 from the date. of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

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- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered. under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team, Rainbow.
- Campue joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitiements shall be recovered from the employee at the time of exit.

愛 Signature M Anushik 2/2/2022 10:01 PM

(checking the checkbox above is equivalent to a handwritten signature).

Registered Office:

Wipro Umitud T +91 (80) 2644 (041

Doddekennelli Fi: (91 (80) 2844 0064

Sarjace E :hdo@wigro.com Post

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Wipro Campus Update_LOI

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ASON, Nov 22, 2021 at 12:17 PM

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November 22, 2021

Dear Keerthana K R , Resurge Number - 23t64014

> Based on our discussion with you, we would like to inform you of our intent to offer you the role of Scholar Trutpae- Work. Integrated Learning Program which will be in Coreer Band WASE/WIMS of the organization.

The seach for this role is detailed below. Do reach out to us should you have any clarifications.

Period	Scholership	B91	Consolidated Scholarship* (INR Per Month)
Anatyeen	15000	488	15,484/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	528	19,618/- (*)
Fourth year	25000	0	23,000/- (*)

(*)You shall be responsible for payment of all statutory contributions, taxes, does and levies as required stader the relevant laws including contributions under displayees' State Insurance Corporation Act (at 0.75% of your Scholarskip) as and when applicable to you. Such contributions, taxes, does and levies where required, shall be deducted from your Scholarship and benefits according to applicable lows and regulations.

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by elicking on this link Click to Complete and accepting the contents of this communication within 15 colender days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely, For Wipro Limited,

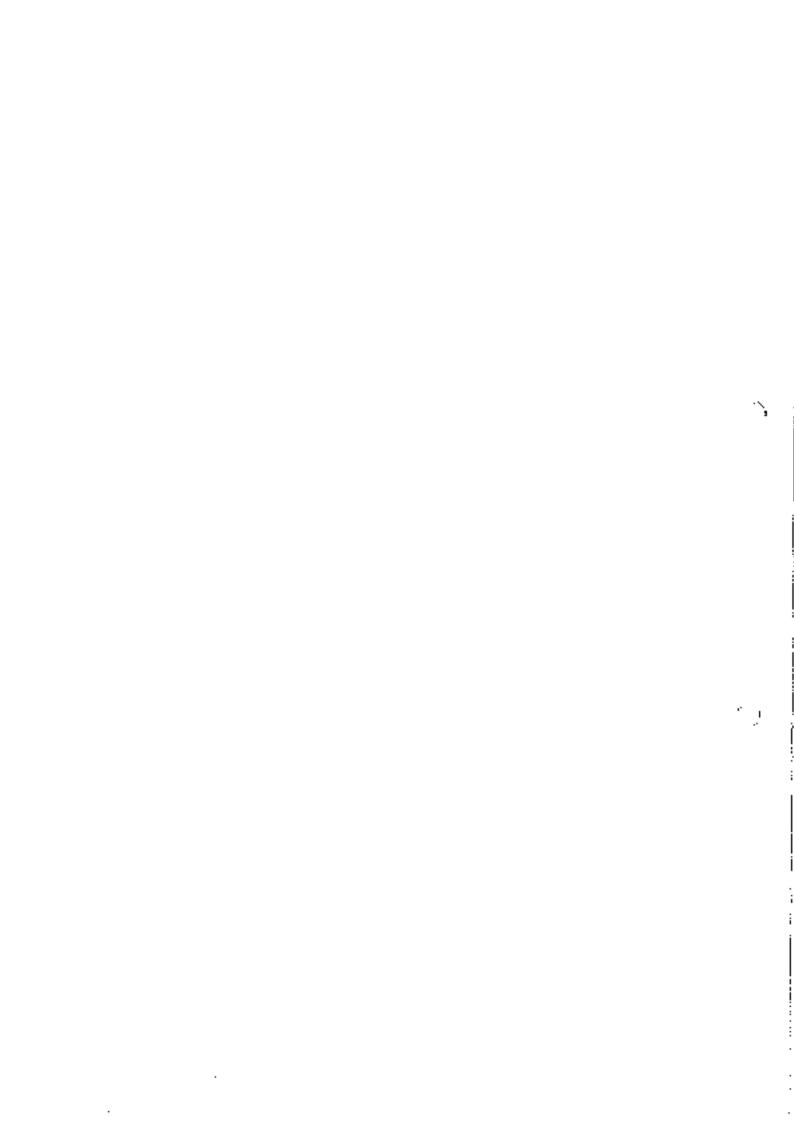
Apares Shalles

Control Manager - Number Resources

This message was sent to keerthamiks OS (20) grant come. If you don't went to receive these emails from this company in the fature, please go to:

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6) Wipro Limited, Doddatennelli, Sarjapur Road Bengalleru 560 035 IND





February 1, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme Wipro Limited, Dodda Kannelli Sarjapur Roed, Bengaluru - 560 035. Phone: (880) 28440011/12, Fax: (880) 28440256

Dear SUPRITHA 3.

Sub: Enrokeent totter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Traines – Work Integrated Learning Program

Welcome to WILP!

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With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain N-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be: intimoted through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or *Company*).

Please read through the terms and conditions of your envolment as provided below.

We look lorward to having a long and fruitful retationship with you at WILP. Wish you all the best!

Yours aincerely. For Wipro Limited,



Aparwa Shallen General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing sludy on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trained- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering (natitution / University upon auccessful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the ecademic https://wpro.iclms.com/forms?vncdule=Forms&etilcn=showFormSview=trim&form=Vift_P_Cnro/lmenl_Letter_Template_2022&user=23164025&t... V10 program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

in case the Company extends the academic period (in writing) you wit continue to be enrolled as a Schotar Traines – Work integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to set customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers

\$cholarship/\$tipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- A Group Personal Accident Insurance (GPAI) coverage of Rs.12,00,000/-. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR pone) at Wipro.
- Group title insurance coverage of Rs.14, 00,000f-. This sum insured is inclusive of cover as per EDLI. (Employee Deposit Unked Insurance). You can also got an extra coverage for a nominal and highly negotiated. premium. More details on the policy are available on My Policies Section in myWipro, the LIR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover lowerds hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stigend depending on your maritet/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Schotar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renawal timelines.

If you wish to enhance the coverege, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	Ę\$J	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,46R/- (*)
Second year	17000	563	17,653/- (*)
Third year	19000	618	19,818/- (*)
Fourth year	23000	a	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant lews including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as end when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech scademic program within 12 months from date of joining,

You shall be eligible to receive a one-time "joining borus" of Rs.75,000 after you join Wipre along with your first month.

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salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered. from the employee at the time of exit.

The enhancement of the acholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WKP portal.

In case your project performance at any stage is not found to be at per with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester. except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed. in the policy section on the WILP contail

Training Agreement:

- I. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforms with Wipro Limited, Sarjapur Road, Doddeksonielii, Bengeluru-560035 on or before joining the progrem ("Training Agrocation(1).
- li, This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills, and knowledge. This included technical training, in various formats, both online and offline and practical experience in verious projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your envolment with WILP is cancelled for any resson whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.76,000/-(Rupees Seventy five (housand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Protect Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Telem Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

- i, You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wiprofor WKP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- III. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is finel and binding.
- You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 aamestera.
- vii. You will be required to submit a project work / dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

- viii. Fach course has malligie evaluation componenta. This includes an assignment component, quiz, mid-semester . examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- b. Comact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class: is organized.
- You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 8:00pm.
- xi. The faculty will lake attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WiLP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and altendance to late comers.
- xill. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending cleases for reasons like medication the job training field coming/personal problems and other similar reasons would be treated as absentenism.
- xv. Scholar trainees who fail to meet the minimum altendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandalory assignments / quiz / exeminations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure.
- xviii. Any Scholar trainse securing 3 or more cumulative fail grade at any point in time will be expelled from WiLP Program.
- xxx. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar trainee's CGPA is less than 5.6, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholer trainee with en Eigrade in any course will not be permitted to register for the Dissertation.
- xxl. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xidi. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- will. WRLP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work. culture and environment.
- xxiv. In cases where a Scholar trainee deviates from the expected behaviour as preacribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WiLP Team H aculty I_{\star} University would be final and binding.
- xxv. Breach of integrily will be dealt with stemly. Such Scholar trainers will be asked to discontinue their studies and also expelled from WILP program.
- xxvi. On successful completion of the shidy, you will be eligible to receive the M-Tech degree from the collaborating. University, in recognition of your successfully completing the course.
- xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and birdina.

Conflict of Interest:

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- During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work. essigned by Wipro and shall not take up any independent or individual assignments (whether part time or fulltime, in an edvisory capacity or otherwise) directly or indirectly without the express written consent of Head / Manager of WILP Academy
- il. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- III. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the deseation of your enrolment with WILP (trespective of the circumstances of, or the reasons for, the cassation) not to solicit, induce or encourage:
 - a. Any student/scholar trainse of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b, Any employee of Wipro to ferminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - Any customer or vendor of Wipro to move their exleting business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's. position on this and resolve the conflict.

Obligation and Responsibilities:

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- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- During your study as part of WILP. Company expects you to undergo study in the area in which you are placed. with a high standard of initiative and efficiency. This is critical and Company has zero tolerance lowerds any deviations.
- iff. You would not be allowed to seek membererip of any local or public body without the written approval from the Head / Manager of Wil.P.
- iv. During the study period and therasiter, you would not be allowed to give our to arryone in writing or by word of mouth or otherwise, perficulars or details of work - process, technical know-how, research carried out, security strangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study of become known to you by virtue of your undergoing study under WILP or otherwise.
- y. You are bound by all regulations, instructions and policies of the Wil.P and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi, in consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Polloy of Wilpro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This coverant shall endure during your association and beyond the cessation of your association with WILP [irrespective of the circumstances of, or the reasons for, the cessation).
- viii. In connection with your association with Word as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and Improvements (Including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or acedemic session hours), and shall comply with the Policies of Wipro in relation to intellectual Property.

During the period of ecademic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the 2/1/22, 1:38 PM Nincipéro irène comforms?modulesFormstarRonachou-FormSdevahimtionnsWEP Formingent Letter Tempiste 2022S

sole intellectual property of Wilpro. You agree to cooperate in the execution of documents to facilitate the assignment of , such intellectual property when required.

10. Confidentiality:

- I in consideration of the opportunities, italiang and access to new techniques and know-how that will be made. available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall andure during your enrolment and beyond the cassation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cassation).
- IL During your training on projects at Wipro, you will be expected not to use or disclose any confidential. information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or roncompete agreements that would prevent you from working without firstation for Wipro.

11. Assignment of Intellectual Property

in connection with your eprolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated meterials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the acholaratio amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you ere charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit, if the charges against you are proved to be true, your enrolment may be ammediately cancelled , without any notice or payment of scholarship in Neu of notice not withstanding any clause of this fetter of enrotment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duty signed by you even after cancalletion of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement. Without any notice the right to terminate your academic study without any notice or payment of scholarship in tieu thereof, if any declaration given or information furnished by you to Wit.Pr Wilpro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have incluiged in matpractices or used litegal means to clear your online assessment. Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this lotter of annotherni, Company reserves the right at its solo discretion to cancel this enrotment during the study period without assigning any reason, by giving one months: (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Nours:

- i. As a Scholar Trainee Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by VVILP from time to time as per the University requirements.
- Normally, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45. minutes lunch interval.
- ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

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Program which has a special bonus and aided career path. Please find below the compensation and bonus plan as part of the program which will be effective from your joining data with Wipro as a full time employee.

Your compensation post successful completion of your course and joining as a full time employee will be Rs.6.00,000. per annum. In addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your satary after 12 months from the date of payout. The borus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Волив
End of Year 1	1,00,000 - 1,50,000
End of Year 2	1,00,000 - 1,50,000
End of Year 3	1,00,000 = 1,50,000 1,00,000 = 1,50,000

Please note the lemis and conditions:

- 1. The special bonus is subject to
 - you being "active" in the services of the company through to retention date as applicable.
 - your employment has not been terminated for poor performance or for cause prior to retention date.
 - you have not resigned voluntarily or abandoned your job as of the retention date.
- Places note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not. fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus. payout. This will be applicable to all 3 franches of conus payouts.
- In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
- The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional direumstance the management team's decision on the payout would be final and binding.
- You shall keep the contents of this letter confidential.

Note: The above shall be applicable on successful completion of your course and will be effective from your joining date with Wipro as a full time employee.

ANNEXURE - Y

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WALP. I further undertake that I shall not represent to any person within Wipro or any other third. party that I am an employee of Wipro Ltd and I fully understand that such talse representation shall entail severe disciplinary action including immediate cancellation of my envolment.

<u> Travel, Accommodation, Food & Other Miscellaneous Expenses.</u>

Travel

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- i. You would be entitled for Re. 1500 from the date of appointment as a tump sum emount that will be credited with your lirst month slipend. You may utilize this amount towards Travel and you would not need to submit bills lowards usage of this amount.
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utiliza this amount towards accommodation, (nod & other miscellaneous expenses. This would be paid as a tump sum amount that will be credited with your first month etipend and you would not need to submit bills. towards usage of this amount.
- It. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo mit at training), you would be entitled for the following:

Selflement and Miscellaneous Expenses. Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miace≣апесив ехреляев.

ANMEXURE

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I SUPRITHA 9, confirm that I am voluntarily sharing my Personal Information with Wipro Limited (Wipro') being a part of WILP of Wipro for the following purposes:

- a, velidating my application form end reteining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my annothment with Wilpro, being a part of WillP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reterence/verification. and authorize Wipro in transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is evailable with Wipro and is: capable of identifying me."

ANNEXURE IL

I hereby confirm that I shall submit the required ecademic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining, I understand that my enrolment is subject to my appregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I horeby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE - #1

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groum's campus selects to help them (aca the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed: by Insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindest of the young Trainess and ensure that the transformation is smooth, the induction program is come by a learn of dedicated professionals who have exposure to the academic and corporate sectors affice. Project Readiness Program (PRP) is a fraining program casigned to address the basic learning meets of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate incuction,

"EMERGE" a behavioral skills building training program ensures that the fresh Traince start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work cutture and business eliquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to tace the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PSL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying verious topics. required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE - IV

POST CONVERSION DETAILS

Post successful completion of your course and conversion to full time employment, you will be part of the Campus

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- iv. The full day lecture sessions will be held at any of Wioro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- y. The university will plan contact classes in multiple formal to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual instructor Led Training) and Self-Directed / Recorded lecture sessions

16. General:

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- I. This letter of enrolment is subject to the condition that you have not provided us with any lates declaration or wilfully suppressed any meterial information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- it. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enmiment terms supersede and raptace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling. under this agreement. In the event that you are not a clizen of the country of posting, you should have a valid work permit to work in the country of poeting.
- v. During the period of envolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholer Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- On Completion of the academic program or cancellation of your enrolment, as the case may be, you will immediately surrender to Wioro: the Academy all specifications, formulae, documents, filterature, drewlings or records, etc. belonging to Wiprol the Academy or relating to its business and shall not make or rotain any copies of these items,
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar Irainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms excl conditions, you are required to return the duplicate of this letter of enrolment. duty algoed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this. letter of enrolment and submit the same on the date of joining.

Yours sincerely.

For Wipro Limited,



Aparna Shailen General Manager - Human Resources

I have read, understood and agree to accept the enrelment on the terms and conditions herein

I shall be present for the induction session on

2/1022, 1:36 PM https://wipro.iduru.com/forms?modute=Forms8ection=showForm&riew=Mre8form=WILP_Enrollment_Loder_Tomplate_20228...

- III. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered ... under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- Iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Emittements shall be recovered from the amployee at the time of exit.

M Accept ☐ Decline

M Signature SUPRITHA S 1/2/2022 1:25 PM (checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wijero Ljimiljedi

T (+91 (85) 2844 0011

Doddaka-valii F:+91 (83) 2844 0054

Severaper Board

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February 2, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme Wipro Limited, Dodda Kannelji Sarjapur Road, Bengaluru - 560 (35. Phone: (080) 28440011/12, Fax: (080) 26440256

Dear M Anushri,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILPI

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and Fultful relationship with you at WILP, Wish you at the best!

Yours sincerely, For Wilpro Limited,



Aparna Shallen General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to pertoipale in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tach degree from one of the premier angineering institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic https://www.tures.icims.com/forms?module=Forms&actor=showform&view=thra&ken=WLP_Enrollment_Letter_Templete_2022&tor=r-2318#923&to.

program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your envolvent would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee -Work inlegrated Learning Program with WILP.

Appointment details:

We provide support to our global customers through various Company tocations in India to sult customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits.

Ouring your period of enrolment, you would be antitled to a consolidated monthly scholarship.

Apart from the monthly acholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipre. This is a voluntary benefit effered by the Company and the details of the same are listed below.

- A Group Personal Accident Insurance (GPAI) coverage of Rs.12,00,000/-. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- it, Group Life (neurance coverage of Rs.14, 00,000/-, This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nomina: end highly negotiated. premium. More details on the policy are evoluble on My Policies Section in myWipro, the HR portal at Wipro.

in artrition to the above, you are also sligible for medical insurance cover towards hospitalization.

You are eligible for a lineter coverage of Rs.2,00,000/- per annum for tamily (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium, 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal morthly charge. Top-Up cover is voluntary and charged as applicable during renawal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly regoliated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The pelow table lists down your echolarship details:

Period	Scholarship	EŞI	Consolidated Scholarship (Rs. Per Month)
Firet year	1500 0	486	45,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	619	19,618/- (*)
Fourth year	23900	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and layles as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, cues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program, within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month.

salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered. from the employee at the time of exit.

The enhancement of the scholarship of the end of each academic year of study will be at the discretion of the Company and subject to your set afectory progress of study, acquisition of eight, behavior, regulanty and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory ecademic performance and other requirements as prescribed in the WiLP portal.

In case your project performance at any slage is not found to be at par with the regularment of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sale discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester. except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along uill) your satiolarship during the course of each semester. The allowance will be subject to tax, Book allowance ls applicable and paid only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforms with Wipro Limited, Serjapur Road, Doddekennelli, Bengaluru-560035 on or before Johnna the program ("Training Agroomoni').
- ii. This Training agreement shell be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formals, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WiLP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the dete of Joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

PROJECT READNESS PROGRAM (PRP).

Upon earolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wiloro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

- L You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wipro. for WILE.
- Course specialization includes but is not limited to Software Systems, Software Engineering, Information. Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work / dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques. in projects.

- viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester exantination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
 - ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class ls organized.
 - x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm.
 - x). The faculty wif: take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar trainess are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendence to late comers.
- xiii. Attending 75% of contact session is mandatury for each course to appear for examinations.
- xiv. Not attending classes for ressons tike medication the job training hate corning/personal problems and other similar reasons would be treated as absenteetsm.
- xy. Scholar trainees who fail to meet the minimum attendence criteria will not qualify for comprehension exems for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance ontena or not complete the mandatory assignments / gutz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters (see ure to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a latter grade. which is obtained through a Relative Grading procedure.
- xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP. Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work.
- xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an Eigrade in any course will not be permitted to register for the Dissertation.
- xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted,
- xxii. The dissertetion has to be completed strictly as per the guidelines that are cultimed by collaborating institution.
- xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work. culture and environment.
- xxiv. In cases where a Scholar traines deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.
- xxv. Breach of integrity will be dealt with stemly. Such Scholar traineds will be asked to disconlinue their studies and also expelled from WiLP program,
- xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, its recognition of your successfully completing the course.
- xxvii. All Scholar trainses of the WILP will be given testimonials at the end of the successful completion of the Mi-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried. during this opportunity.

Mode of confact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University nomes declared from time to time. Declaton of the University would be final and binding.

8. Conflict of Interest:

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- buring your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your aludy and academic requirements, you are required to engage yourself exclusively in the work easigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head / Manager of WILP Academy.
- II. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in ectivities, which are or shall be in conflict with the interests of Wipro.
- Ill. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a paried of one year from the cassation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cassation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon Avithdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv, (n case of any conflict or coubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- During the study period you will be governed by the WLP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of Will P.
- W. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, perticulars or details of work - process, technical know-how, research carried out, security arrangements, or edministrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WiLP and Wipro. These are updated / modified on a periodic passis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret, and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This coverant shall endure during your association and beyond the cassation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your essociation with Wipro as part of the Wit.P and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, Maining materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be line.

sole intellectual property of Wipro. You agree to cooperate in the execution of documents to fecilitate the assignment of such intellectual property when required.

10. Confidentiality:

- In consideration of the opportunities, training and access to new techniques and know-how that will be made. available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your errotment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Word (trespective of the dicumstances of, or the reasons for, the cassation).
- IL During your training on projects at Wipro, you will be expected not to use or disclose any confidential: information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or noncompete agreements that would prevent you from working without Unitation for Wipro.

11. Assignment of intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall discrete and easign to Wipro as its exclusive property, all Inventions, ideas, concepts, discoveres, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solety or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipre, but you may if needed be re-assigned on transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the perfectlar location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wigro, for practical studies.

13. Misconduct:

- it in case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without paymont of scholarship amount, for such period ea Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled , without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duty signed by you even after cancellation of your enrollment for whatever reasons as the case may be.
- it. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any mutice or payment of scholarship in fleu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have millfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon envolment with the WILP, it it is brought to our notice that you have indulged in malpractices or used lilegal means to clear your poline assessment. Wipro shall withdraw or revoke the amolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

Cancellation of Enrotment:

Notwithstanding any of the clauses of this latter of anrakment, Company reserves the right at its sale discretion to cancel this enrotment during the study period without sesigning any reason, by giving one marchs (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

- k As a Scholar Trainee Work Integrated Learning Program, you will be called upon to undergo studies during. the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. Normaty, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45. minutes lunch interval.
- iii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.

- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be self-eduled in accordance with the convenience of the organizing fearn of the WILP.
- Y. The university will plan contact classes in multiple formal to suil the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual training) and Self-Directed / Recorded lecture sessions.

16. Generat:

- i. This letter of enrolment is subject to the condition that you have not provided up with any false declaration or will(ully suppressed any material information. If you have, you will be liable for cancellation of enrollment from the WILP without any prior notice.
- it. The terms of this letter of envolment may be specifically enforced legally, if required, in this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of the letter shall continue in full force and effect.
- iji, These enroment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject malter.
- ly. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrothing under this agreement, in the event that you are not a citizen of the country of posting, you should have a valid. work permit to work in the country of posting.
- During the period of envolvent you are required to comply with all policies of WitP and Wipro. These policies. are updated / modified on a penodic basis and new policies may be introduced and notified to the Scholer. Trainage from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the ecademic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these flems.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this latter of enrolment and the study scheme formulated by the Academy.
- iii. Witoro reserves the right to offer employment at its sole discretion to a Schotar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter.

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrotment and submit the same on the date of joining.

Yours sincerely,

ر:

For Wipro Limited,



Aparna Shallon General Manager - Human Resources

I have read, understood and agree to accept the constinent on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION) TECHNOLOGY ACT, 2000)

1M Anushri, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ("Wipro") being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verificenion;
- b. processing my application form including background verification checks;
- academic study related ections (notuding record keeping, processing scholarship advance and benefits and any action required in the contaxt of my enrolment with Wipro, being a part of WILP,

In this context, I also agree to the retention of such Personal Information by Wipro for any Juture reference/verification. and authorize Wipro to transfer the same to a third party.

I understand that "Parsonal Information" meens any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from thy date of jointing. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge, in the event of my lature to submit the above mentioned documents or in case of any discrepancy, a shall be ligible for termination of my ervolment with Wipro.

ANNEXURE - III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Word groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed: by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the Induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors affer. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Tramees comfortable in a corporate environment. This program starts with a exporate induction.

"EMERGE" a **behavioral skills buildi**ng training program ensures that the fresh Trainea start feating at ease in the "corporate world". This activity based behavioral intervention informs the new entrante about the corporate work culture and business enquelte

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by lamiliarizing with Wipro's businesses and work. environment.

The methodology of training is 'Project Based Learning' (PBL) approach, the entire tearning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a teem project.

ANNEXURE - IV

POST CONVERSION DETAILS

Post successful completion of your course and conversion to full time employment, you will be part of the Campus

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Program which has a special bonus and aided career path. Please find below the compensation and bonus plan as part of the program which will be effective from your joining date with Wipro as a full time employee.

Your compensation post successful completion of your course and joining as a full time employee will be Rs.5,00,000. per annum. In addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This borrus is performance based and will be merged (added) to your satary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroil texes and withholdings:

Year	Bonus
End of Year 1	1,00,000 - 1,50,000
End of Year 2	1,00,000 - 1,50,000
End of Year 3	1,00,000 - 1,50,600 1,00,000 - 1,60,000

Please note the terms and conditions:

- 1. The special bonus is subject to
 - you being "active" in the services of the company through to retention date as applicable.
 - your employment has not been terminated for poor performance or for cause prior to retention data
 - you have not resigned voluntarity or abandoned your job as of the refention date.
- Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not. fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
- The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus. payout. This will be applicable to all 3 tranches of bonus payouts
- 4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange relet. as per company policy.
- 5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional dicumstance the management learn's decision on the payout would be final and binding.
- You shall keep the contents of this letter confidential.

Note: The above shall be applicable on successful completion of your course and will be effective from your joining date with Wipro as a full lime employee.

ANNEXURE - Y

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholer trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such (also representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Macetteneous Expenses

Travel

- i You would be extilled for Re, 1500 from the date of appointment as a lump our amount that will be credited. with your first month atlpend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- il. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of altending training. or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- I. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food 8 other miscellaneous expenses. This would be paid as a tump sum amount that will be credited with your first morth stipend and you would not need to submit bills. towards usage of this amount.
- is () your posting location (the location where you would be based out of after training) is different from the training. tocation (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date. of reporting to the poeting location. You may utilize this amount towards boarding, lodging, convoyance & other miscollaneous expenses.

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- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered . . . under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Polices -> India->My Travel> Transfer Policy-Team Rainbow.
- iv. Campus joiners would not be eligible for accommodation at the Wypro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Emittements shall be recovered from the employee at the time of exit.

Signature M Anushri 2/2/2022 10:01 PM (checking the checkbox above is equivalent to a handwritten signature).

Registered Office:

Mipro Limited

T :+9: (80) 2844 0011

Doddoka wali

F .+9t (20) 2344 (0054

Serjapur Road

E. Into@wipro.com

Bengelaru 560 036

ут :w@ro com

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EMPLOYMENT AGREEMENT

Date: 30-08-2022

To: Sournya Mahadas

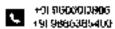
Appointment: Business Development Associate

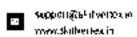
Dear Soumya Mahadas,

At the outset, we welcome you to Skillvertex (Upskilling Edutech Private Limited) and wish you an enriching tenure with us. With reference to your application and subsequent Offer Letter, we are pleased to appoint you as Business Development Associate in our Company with effect from 31-October-2022, subject to the following terms and conditions. This offer of appointment is valid until 03-September-2022 for acceptance. If we do not hear from you by 05-September-2022 i.e., the date on which validity of the offer expires, this offer of appointment shall be treated as withdrawn. This Employment Agreement supersedes and replaces all other communications made to you prior to the date of issue of this contract,

1. Title and duties- Business Development Associate

You will perform such duties and exercise such powers as the Company may from time to time require of you and your role will primarily entail curating & managing educational content for the Company that includes but is not limited to verifying the accuracy of content, proofreading for errors, appropriately fixing any errors in educational content, creating & developing questions & assessment papers when necessary, categorization of questions along with any other content processing activities. You acknowledge that your designation, as stated above, may be changed at the discretion of the Company depending on the work assigned to you, including at the time of promotion and progression within the Company. Your appointment shall also be subject to such statues and legal regulations as are applicable and are in force now and/or any such modifications or enactments that may come into force from time to time.











2. Place of work

You will be based in Bangalore, India However, the Company reserves the right at any time to require you to work at any other division or location of the Company or its clients, or be transferred to any branch office, subsidiaries and associate companies, situated anywhere in India or abroad, whether existing or, which may be set up in future without notice. These assignments will be agreed with you in advance and will fall within the scope of work set out in this contract. In such case, all transfer facilities applicable per the Company's then existing policies will be made available to you.

3. Probation

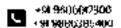
You will be placed on probation for a period of 2-3 months i.e., once the OJT has been completed from your date of joining and OJT for 10 days will be unpaid. During the probation period you are eligible for a remuneration of INR 25,000 thousand (INR 15,000 FIXED + INR 10,000 INCENTIVES). Your Probation Period can be extended, through a written letter provided from the Company, in case the Company is not satisfied with your performance.

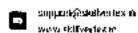
4. Hours of work

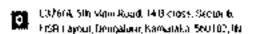
We estimate that under your contract you will be required to work Six (6) days, fifty-four(54) hours out of the normal working week. However, you will, in addition, work such hours and days as may be necessary or appropriate from time to time to carry out your duties properly and effectively. Further, during your employment with the Company, you are expected to devote your entire time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business that will potentially conflict with the business of the Company and Your role.

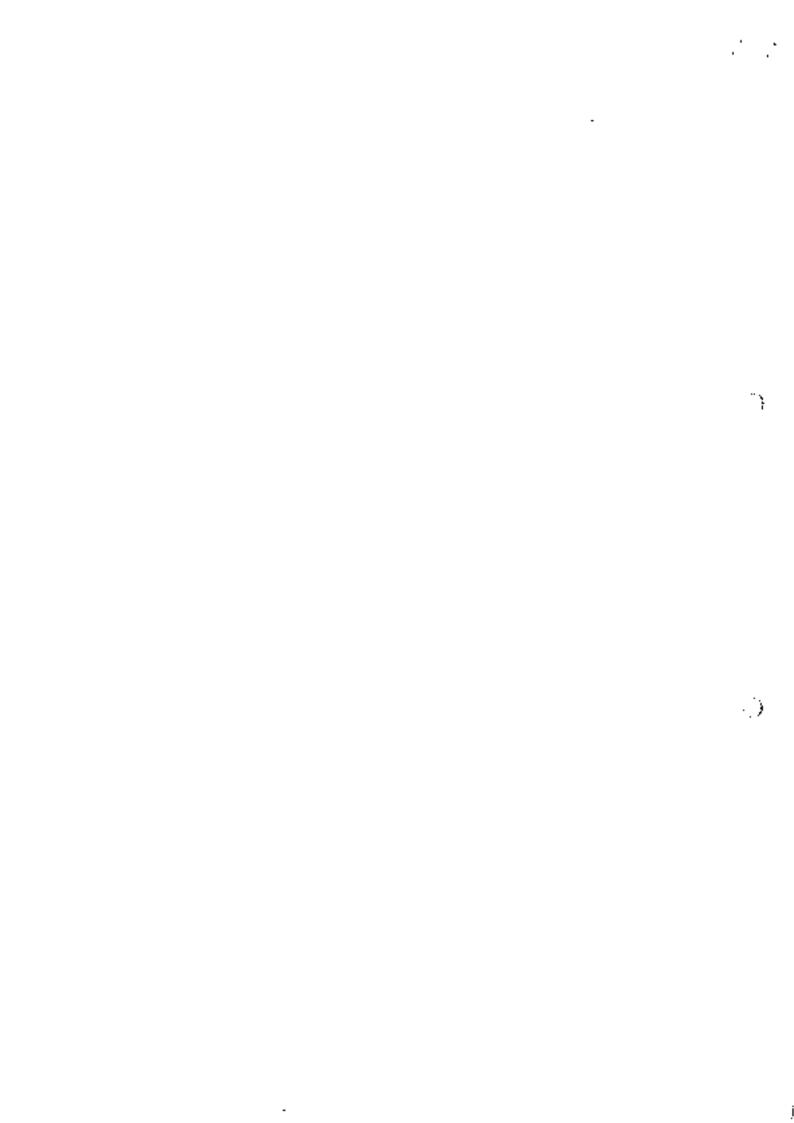
5. Emoluments and taxes

i. Your gross annual Cost to Company (CTC) will be INR 6,00,000 (Six takks only), with a fixed compensation of INR 3,60,000 (Three Lakks Sixty Thousand only) per annum (before all customary payroll deductions), payable monthly in accordance with the Company's customary payroll practices and an annual performance bonus of INR 2,40,000 (Two Lakks Forty Thousand only) subject











to achievement of input and output parameters in accordance with the Company's customary payroll practices.

- ii. 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.
- iii. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration paid to you pursuant to your employment hereunder. You will not be eligible for any paid salary structure if you do not complete 24 days of your working period in the organisation, in total The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.

6. Notice Periods

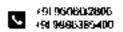
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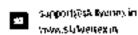
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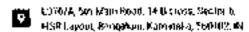
Subject to Clause 7 below, during the Probation Period, this Employment Agreement may be terminated by the Company by giving you not less than fifteen (15) days' notice in writing. During the Probation Period, if you wish to terminate this Employment Agreement, you can do so by providing the Company not less than forty five (45) days' notice in writing. Thereafter, this Employment Agreement will continue until terminated by either party giving to the other not less than forty-five (45) days' notice in writing. The tenure for the notice period starts from the date of acceptance of the resignation letter by your reporting manager. Company may, in its discretion, terminate the Employment Agreement before the expiry of the notice period, on such terms and conditions as may be decided by the Company, by making a payment of basic salary equivalent to the notice period. If you are absent for a continuous period of ten (10) days without leave or without obtaining your manager's approval, your employment will be immediately terminated by the Company for cause and without notice, in which case, you will be liable to pay to the Company an amount equal to your then current gross salary for a period of forty five (45) days in lieu of the notice required to be provided by you.

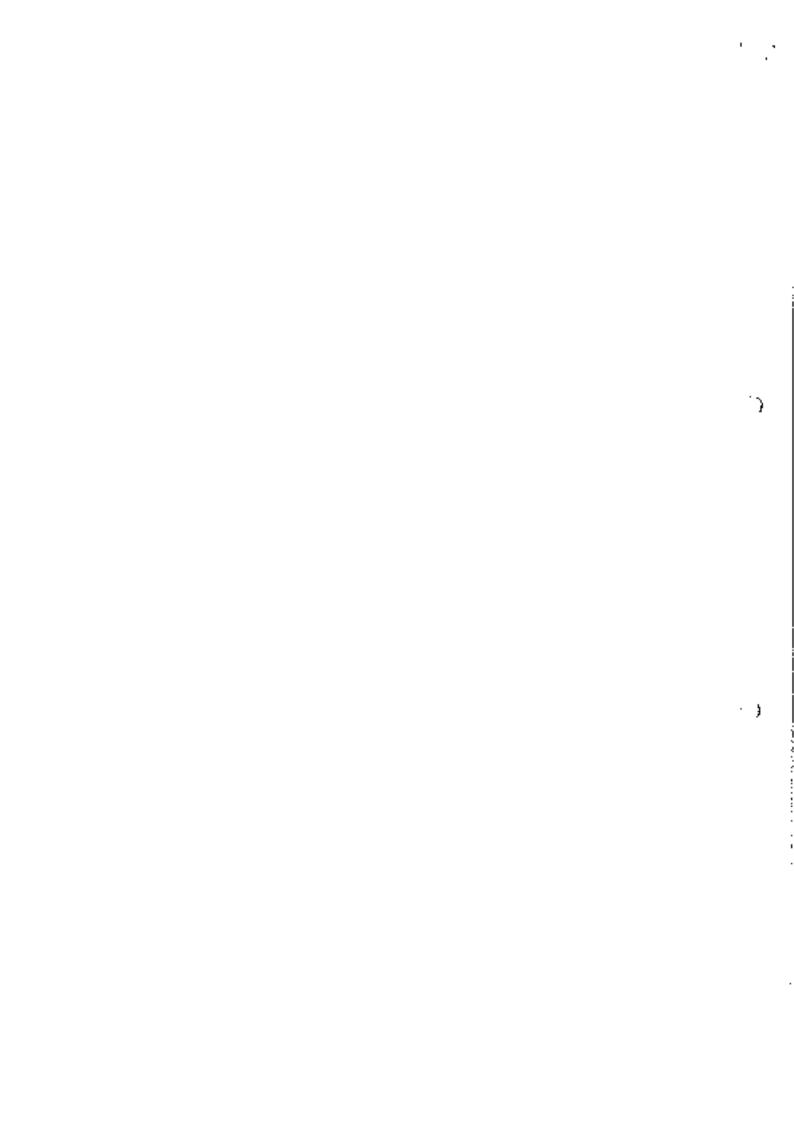
Termination and suspension.

- 7.1. The Company may also terminate this Employment Agreement immediately, and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you, if you:
 - i. commit any serious or repeated breach of any of your obligations under this Employment Agreement;







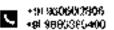




- ii. are responsible for any gross negligence in the performance of your duties, intentional gapperformance or mis-performance of such duties, or refuse to abide by the orders of reporting managers, supervisors or refuse to comply with lawful. directives of the company:
- are guilty of serious misconduct which, in the Company's reasonable opinion, has ifi. damaged or may damage the business or affairs of the Company;
- iv. are guilty of conduct which, in the Company's reasonable opinion, brings or is likely to
- V. bring you or the Company into disrepute;
- are convicted of any crime involving moral turpitude; vi.
- vii. are in breach any of the Company's policies and procedures; or
- yıii. Willfully cause damage to Company property.

This Clause shall not restrict any other right the Company may have (whether at common law or otherwise) to terminate this Employment Agreement summarily. Any delay by the Company in exercising its rights under this Clause shall not constitute a waiver of those rights.

- 7.2. Where notice of termination has been served by either party whether in accordance with Clause 6, this Clause 7 or otherwise, the Company shall be under no obligation to provide work for or assign any duties to you for the whole or any part of the relevant notice period and may require you:
 - not to enter any premises of the Company; and/or ī.
 - to refrain from business contact with any customers, clients or other employees of the ij Company.
- The Company may in its absolute discretion suspend you from your contract, on full salary, at any time during this Employment Agreement including during any period in which the Company is carrying out an investigation into any of your acts or defaults (or alleged or suspected acts or defaults) or where it does not require you to enter its premises and continue. working on assignments under Clause 7.2 above. All applicable Clauses within this Employment Agreement shall remain in full force and effect during any period of suspension under this Clause. You will also continue to be bound by duties of good faith and fidelity to the Company during any such period of suspension.
- Upon termination of this Employment Agreement for whatever reason, you will deliver to the Company all computer devices, laptops, machines, books, documents, papers,

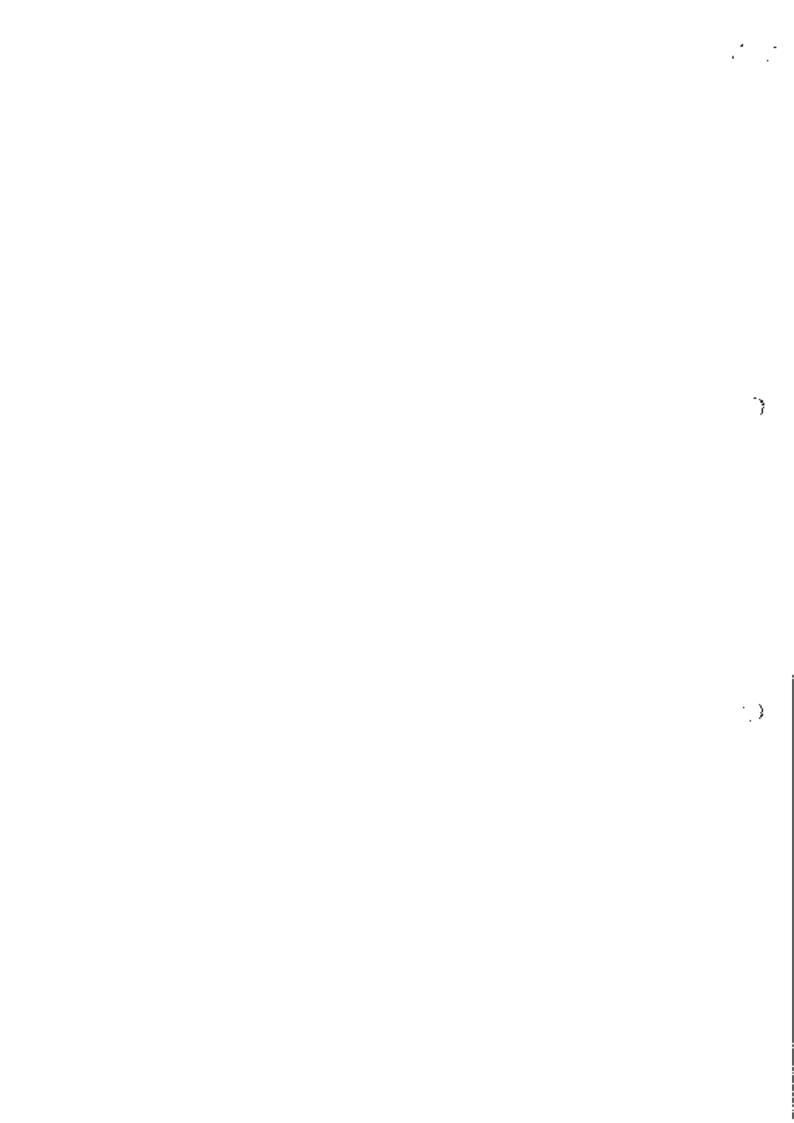




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materials and other property relating to the business of the Company which may then be in your possession or under your power or control.

8. Restraint on activities

You will not, at any time after termination of your contract, for whatever reason, represent yourself as being in any way connected with the affairs of the Company.

9. Post Termination

9.1 NON-SOLICITATION

- ſ. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means solicit or attempt to solicit any business from any of the Company's Customers, Customer Prospects, or Vendors.
- П. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any employee. director, shareholder or consultant of the Company, to terminate their employment relationship with the Company.

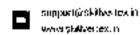
9.2 NON-COMPETE

For a period of twelve (12) months after the termination of this Employment Agreement by whatever means, you shall not without the prior written consent of the Company, work for, or consult with, any company, firm or person which is in direct competition with the Company or Company customer, customer prospect, Company partner or a vendor of the Company.

10. Publication

You shall not, during the tenure of your employment with the Company or at any time. thereafter, either personally or through a third party, directly or indirectly, refer to or publish any information about, or of the Company, or defame the Company by making any decogatory statements about the Company, in any form of social media or public forums or otherwise. Breach of this Clause will entitle the Company to terminate this Employment

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Agreement with immediate effect and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you or to pursue any legal action against you, as applicable, in the event of your breach of this Clause post leaving the employment of the Company. Further, notwithstanding the above, you acknowledge that any post, comment, opinion etc. published by you on any matter in any forum, including social media, is your personal view and that the Company shall have no liability or responsibility for the same whatsoever.

11. Confidentiality

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The Company requires all employees to execute a Non-Disclosure Agreement ("NDA") to protect the rights of its employees and also that of the Company while dealing with confidential information, documents, etc. The said NDA forms part of this Employment Agreement and is applicable to you. You are required to read, understand and sign the enclosed NDA in acknowledgement of your acceptance of the conditions therein.

12. Intellectual property

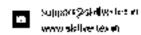
You agree to execute an Intellectual Property Assignment and Transfer Agreement ("IP Assignment Agreement") in favour of the Company. The said IP Assignment Agreement forms part of this Employment Agreement. You are required to read, understand and sign the enclosed IP Assignment Agreement in acknowledgement of your acceptance of the conditions therein.

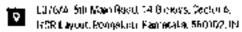
13. Notices

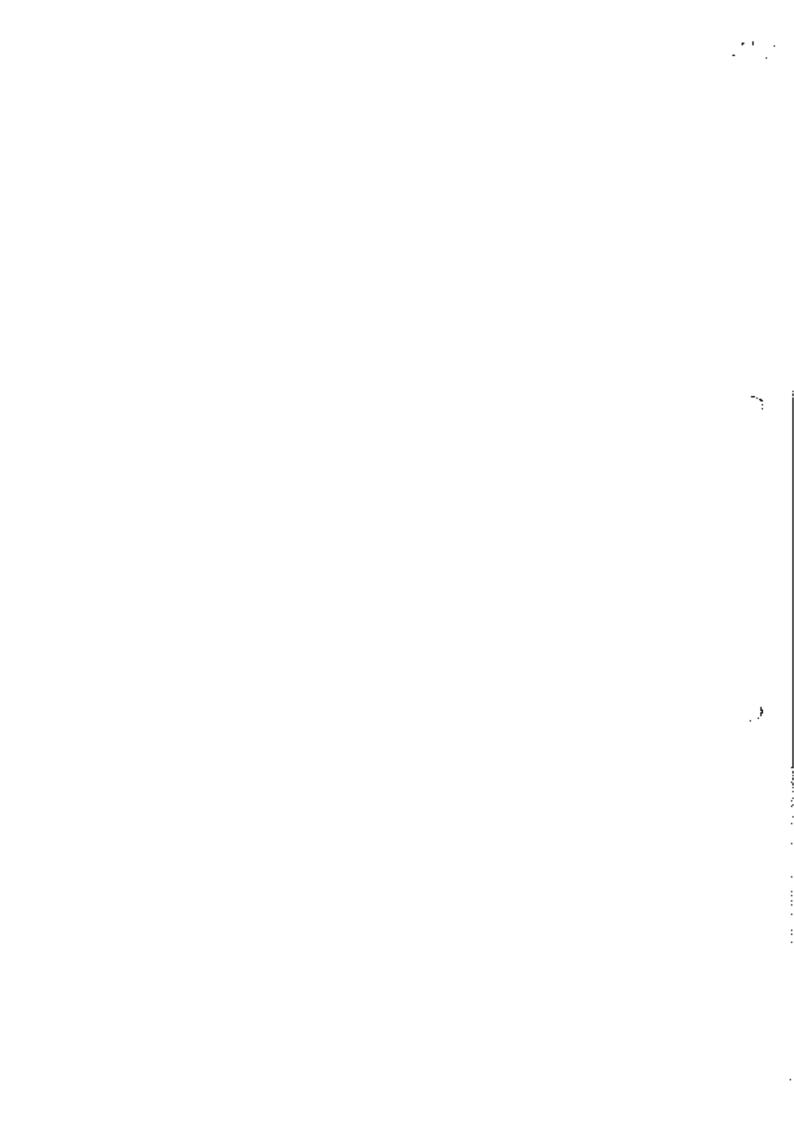
Notice under these terms and conditions will be treated as having been given if sent by ordinary registered post, by you to the Company's registered office or by the Company to you at your last known address on file with the Company, and will be deemed to be given on the day when it would ordinarily be delivered after such posting. It is your responsibility to notify the Company of any changes in your personal information within three (3) working days of such change being effective.

14. Retirement

You will retire from the services of the Company on attaining the age of superannuation [58 years].









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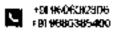
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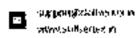
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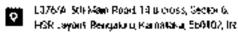
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materials and other property relating to the business of the Company which may then be in your possession or under your power or control.

8. Restraint on activities

You will not, at any time after termination of your contract, for whatever reason, represent yourself as being in any way connected with the affairs of the Company.

9. Post Termination

9.1 NON-SOLICITATION

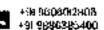
- I. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means solicit or attempt to solicit any business from any of the Company's Customers, Customer Prospects, or Vendors.
- H. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any employee, director, shareholder or consultant of the Company, to terminate their employment relationship with the Company.

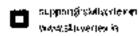
9.2 NON-COMPETE

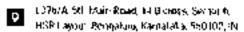
For a period of twelve (12) months after the termination of this Employment Agreement by whatever means, you shall not without the prior written consent of the Company, work for, or consult with, any company, firm or person which is in direct competition with the Company or Company customer, customer prospect, Company partner or a vendor of the Company.

10. Publication

You shall not, during the tenure of your employment with the Company or at any time thereafter, either personally or through a third party, directly or indirectly, refer to or publish any information about, or of the Company, or defame the Company by making any derogatory statements about the Company, in any form of social media or public forums or otherwise. Breach of this Clause will entitle the Company to terminate this Employment





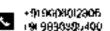




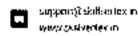
- ìi. are responsible for any gross negligence in the performance of your duties, intentional nonperformance or mis-performance of such duties, or refuse to abide by the orders of reporting managers, supervisors or refuse to comply with lawful directives of the company;
- are guilty of serious misconduct which, in the Company's reasonable opinion, has ñi. damaged or may damage the business or affairs of the Company;
- are guilty of conduct which, in the Company's reasonable opinion, brings or is įγ. likely to
- ٧, bring you or the Company into disrepute;
- are convicted of any crime involving moral turpitude; Vi.
- are in breach any of the Company's policies and procedures; or vii.
- Willfully cause damage to Company property. viii.

This Clause shall not restrict any other right the Company may have (whether at common law or otherwise) to terminate this Employment Agreement summarily. Any delay by the Company in exercising its rights under this Clause shall not constitute a waiver of those rights.

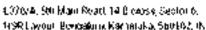
- 7.2. Where notice of termination has been served by either party whether in accordance with Clause 6, this Clause 7 or otherwise, the Company shall be under no obligation to provide work for or assign any duties to you for the whole or any part of the relevant notice period. and may require you:
 - not to enter any premises of the Company; end/or i.
 - to refrain from business contact with any customers, clients or other employees of the ü. Contpany.
- 7.3. The Company may in its absolute discretion suspend you from your contract, on full salary, at any time during this Employment Agreement including during any period in which the Company is carrying out an investigation into any of your acts or defaults (or alleged or suspected acts or defaults) or where it does not require you to enter its premises and continue working on assignments under Clause 7.2 above. All applicable Clauses within this Employment Agreement shall remain in full force and effect during any period of suspension under this Clause. You will also continue to be bound by duties of good faith and fidelity to the Company during any such period of suspension.
- Upon termination of this Employment Agreement for whatever reason, you will deliver to the Company all computer devices, laptops, machines, books, documents, papers,



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to achievement of input and output parameters in accordance with the Company's customary payroll practices.

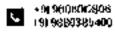
- ii Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills- specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- iii. You shall be solely responsible for paying any taxes, direct or indirect, state or tocal, whether payable in India or elsewhere which may result from the remuneration paid to you pursuant to your employment hereunder. You will not be eligible for any paid salary structure if you do not complete 24 days of your working period in the organisation, in total The Company is entitled to deduct from your temporation, income tax, other taxes and levies which it is liable to deduct at source as applicable.

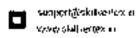
6. Notice Periods

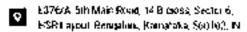
Subject to Clause 7 below, during the Probation Period, this Employment Agreement may be terminated by the Company by giving you not less than fifteen (15) days' notice in writing. During the Probation Period, if you wish to terminate this Employment Agreement, you can do so by providing the Company not less than forty five (45) days' notice in writing. Thereafter, this Employment Agreement will continue until terminated by either party giving to the other not less than forty-five (45) days' notice in writing. The tenure for the notice period starts from the date of acceptance of the resignation letter by your reporting manager. Company may, in its discretion, terminate the Employment Agreement before the expiry of the notice period, on such terms and conditions as may be decided by the Company, by making a payment of basic salary equivalent to the notice period. If you are absent for a continuous period of ten (10) days without leave or without obtaining your manager's approval, your employment will be immediately terminated by the Company for cause and without notice, in which case, you will be liable to pay to the Company an amount equal to your then current gross salary for a period of forty five (45) days in lieu of the notice required to be provided by you.

7. Termination and suspension

- 7.1. The Company may also terminate this Employment Agreement immediately, and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you, if you:
 - i. commit any serious or repeated breach of any of your obligations under this Employment Agreement;











2. Place of work

You will be based in Bangalore, India. However, the Company reserves the right at any time to require you to work at any other division or location of the Company or its clients, or be transferred to any branch office, subsidianes and associate companies, situated anywhere in India or abroad, whether existing or, which may be set up in fature without notice. These assignments will be agreed with you in advance and will fall within the scope of work set out in this contract. In such case, all transfer facilities applicable per the Company's then existing policies will be made available to you.

3. Probation

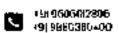
You will be placed on probation for a period of 2-3 months i.e., once the OJT has been completed from your date of joining and OJT for 10 days will be unpaid. During the probation period you are eligible for a remuneration of INR 25,000 thousand (INR 15,000 FIXED + INR 10,000 INCENTIVES). Your Probation Period can be extended, through a written letter provided from the Company, in case the Company is not satisfied with your performance.

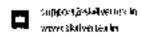
4. Hours of work

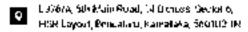
We estimate that under your contract you will be required to work Six (6) days, fifty-four (54) hours out of the normal working week. However, you will, in addition, work such bours and days as may be necessary or appropriate from time to time to carry out your duties properly and effectively. Further, during your employment with the Company, you are expected to devote your entire time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business that will potentially conflict with the business of the Company and Your rule.

5. Emolements and taxes

Your gross annual Cost to Company (CTC) will be INR 6,00,000 (Six lakes only), with a fixed compensation of INR 3,60,000 (Three Lakes Sixty Thousand only) per annum (before all customary payroll deductions), payable monthly in accordance with the Company's customary payroll practices and an annual performance bonus of INR 2,40,000 (Two Lakes Forty Thousand only) subject









EMPLOYMENT AGREEMENT

Date: 30-08-2022

To: Suraksha T

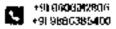
Appointment; Business Development Associate

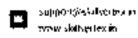
Dear Suraksha T,

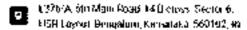
At the outset, we welcome you to Skithvertex (Upskilling Edutech Private Limited) and wish you an enriching tenure with us. With reference to your application and subsequent Offer Letter, we are pleased to appoint you as Business Development Associate in our Company with effect from 31-October-2022, subject to the following terms and conditions. This offer of appointment is valid until 05-September-2022 for acceptance. If we do not hear from you by 05-September-2022 i.e., the date on which validity of the offer expires, this offer of appointment shall be treated as withdrawn. This Employment Agreement supersedes and replaces all other communications made to you prior to the date of issue of this contract.

1. Title and duties- Business Development Associate

You will perform such duties and exercise such powers as the Company may from time to time require of you and your role will primarily entail curating & managing educational content for the Company that includes but is not limited to verifying the accuracy of content, proofreading for errors, appropriately fixing any errors in educational content, creating & developing questions & assessment papers when necessary, categorization of questions along with any other content processing activities. You acknowledge that your designation, as stated above, may be changed at the discretion of the Company depending on the work assigned to you, including at the time of promotion and progression within the Company. Your appointment shall also be subject to such statues and legal regulations as are applicable and are in force now and/or any such modifications or enactments that may come into force from time to time.









EMPLOYMENT AGREEMENT

Date: 30-08-2022

To: Sangeetha S

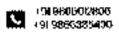
Appointment: Business Development Associate

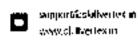
Dear Sangeetha S,

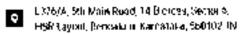
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2. Place of work

You will be based in Bangalore, India. However, the Company reserves the right at any time to require you to work at any other division or location of the Company or its clients, or be transferred to any branch office, subsidiaries and associate companies, situated anywhere in India or abroad, whether existing or, which may be set up in future without notice. These assignments will be agreed with you in advance and will fall within the scope of work set out in this contract. In such case, all transfer facilities applicable per the Company's then existing policies will be made available to you.

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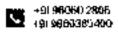
You will be placed on probation for a period of 2-3 months i.e., once the OJT has been completed from your date of joining and OJT for 10 days will be unpaid. During the probation period you are eligible for a remuneration of INR 25,000 thousand (INR 15,000 FIXED + INR 10,000 INCENTIVES). Your Probation Period can be extended, through a written letter provided from the Company, in case the Company is not satisfied with your performance.

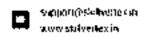
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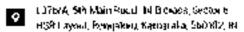
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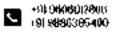
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- iii. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in ladia or elsewhere which may result from the remmeration paid to you pursuant to your employment hereunder. You will not be eligible for any paid salary structure if you do not complete 24 days of your working period in the organisation, in total The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.

6. Notice Periods

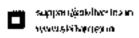
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7. Termination and suspension

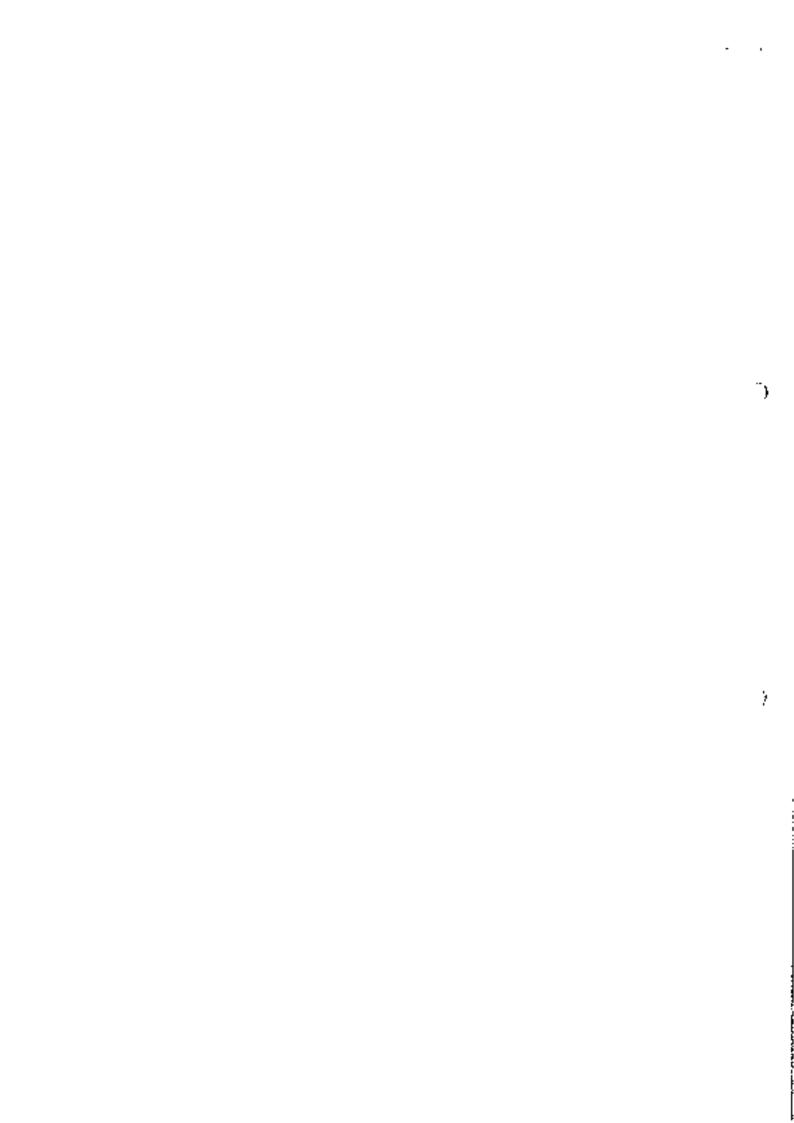
- 7.1. The Company may also terminate this Employment Agreement immediately, and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you, if you:
 - i. i.commit any serious or repeated breach of any of your obligations under this Employment Agreement;



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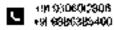




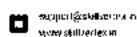
- ii. are responsible for any gross negligence in the performance of your duties, intentional nonperformance or mis-performance of such duties, or refuse to abide by the orders of reporting managers, supervisors or refuse to comply with lawful directives of the company;
- iii. are guilty of serious misconduct which, in the Company's reasonable opinion, has damaged or may damage the business or affairs of the Company;
- are guilty of conduct which, in the Company's reasonable opinion, brings or is likely to
- v. bring you or the Company into disrepute;
- vj. are convicted of any crime involving moral turpitude;
- vii, are in breach any of the Company's policies and procedures; or
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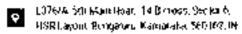
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- 7.2. Where notice of termination has been served by either party whether in accordance with Clause 6, this Clause 7 or otherwise, the Company shall be under no obligation to provide work for or assign any duties to you for the whole or any part of the relevant notice period and may require you:
 - not to enter any premises of the Company; and/or
 - to refrain from business contact with any customers, clients or other employees of the Company.
- 7.3. The Company may in its absolute discretion suspend you from your contract, on full salary, at any time during this Employment Agreement including during any period in which the Company is carrying out an investigation into any of your acts or defaults (or alleged or suspected acts or defaults) or where it does not require you to enter its premises and continue working on assignments under Clause 7.2 above. All applicable Clauses within this Employment Agreement shall remain in full force and effect during any period of suspension under this Clause. You will also continue to be bound by duties of good faith and fidelity to the Company during any such period of suspension.
- 7.4. Upon termination of this Employment Agreement for whatever reason, you will deliver to the Company all computer devices, laptops, machines, books, documents, papers,



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materials and other property relating to the business of the Company which may then be in your possession or under your power or control.

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9. Post Termination

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9.1 NON-SOLICITATION

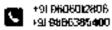
- [, You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means solicit or attempt to solicit any business from any of the Company's Customers, Customer Prospects, or Vendors.
- 11. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any employee, director, shareholder or consultant of the Company, to terminate their employment relationship with the Company.

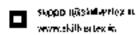
9.2 NON-COMPETE

For a period of twelve (12) months after the termination of this Employment Agreement by whatever means, you shall not without the prior written consent of the Company, work for, or consult with, any company, firm or person which is in direct competition with the Company or Company customer, customer prospect, Company partner or a vendor of the Company.

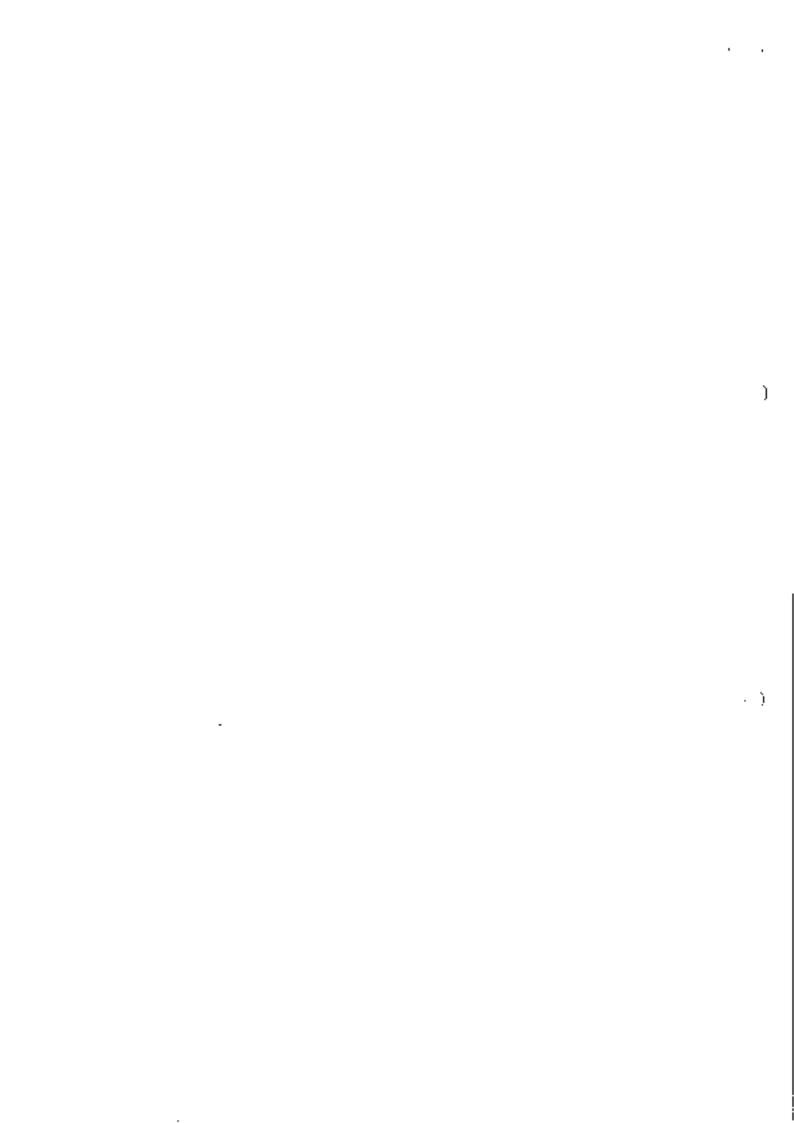
10. Publication

You shall not, during the tenure of your employment with the Company or at any time thereafter, either personally or through a third party, directly or indirectly, refer to or publish any information about, or of the Company, or defame the Company by making any derogatory statements about the Company, in any form of social media or public forums or otherwise. Breach of this Clause will entitle the Company to terminate this Employment











Agreement with inunediate effect and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you or to pursue any legal action against you, as applicable, in the event of your breach of this Clause post leaving the employment of the Company. Further, notwithstanding the above, you admowledge that any post, comment, opinion etc. published by you on any matter in any forum, including social media, is your personal view and that the Company shall have no liability or responsibility for the same whatsoever.

11. Confidentiality

The Company requires all employees to execute a Non-Disclosure Agreement ("NDA") to protect the rights of its employees and also that of the Company while dealing with confidential information, documents, etc. The said NDA forms part of this Employment Agreement and is applicable to you. You are required to read, understand and sign the enclosed NDA in acknowledgement of your acceptance of the conditions therein.

12. Intellectual property

You agree to execute an Intellectual Property Assignment and Transfer Agreement ("IP Assignment Agreement") in favour of the Company. The said IP Assignment Agreement forms part of this Employment Agreement. You are required to read, understand and sign the enclosed IP Assignment Agreement in acknowledgement of your acceptance of the conditions therein.

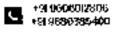
13. Notices

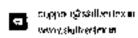
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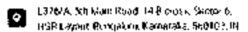
Notice under these terms and conditions will be treated as having been given if sent by ordinary registered post, by you to the Company's registered office or by the Company to you at your last known address on fits with the Company, and will be deemed to be given on the day when it would ordinarily be delivered after such posting. It is your responsibility to notify the Company of any changes in your personal information within three (3) working days of such change being effective.

14. Retirement

You will retire from the services of the Company on attaining the age of superannuation [58 years].











15. Conditions

The offer under this Employment Agreement is conditional upon satisfactory completion of our pre-employment screening process, which includes, but is not limited to, verification of your application materials, education and employment history, references which are satisfactory to us from your previous employor(s) etc. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any noncompete obligations or other restrictive clauses with any previous employer). If, after you have started work, we are informed that you have not (in our sole discretion) satisfactorily completed pre-employment screening, or if it is found at any time during your employment with the Company that any information furnished by you is incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services with immediate effect and with no liability to make any further payment (other than in respect of amounts accound due at the date of termination) to you. During your employment with the Company, you explicitly agree to adhere to and be governed by all the current policies and procedures of the Company, as may be applicable to you.

16. Rules of the company in force and governing law

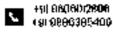
i. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you, ii. This Employment Agreement shall be governed by the laws of India, with the courts in Bangalore assuming exclusive jurisdiction on all matters bereunder.

17. Lenve Entitlement

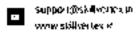
Employees are eligible for 24 days leave per year. Additional leave entitlements include Maternity, Peternity and Bereavement feave.

18. BYOD Framework

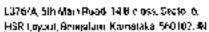
The Company has adopted a BYOD framework so you are required to arrange your own device (laptop / desktop) to carry out the duties on the job.



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We are delighted to have you as part of our team. To confirm your acceptance of this Employment Agreement on the terms and conditions specified herein, please sign in the space specified below.



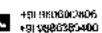
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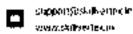
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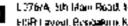
Dinesh Singh Head of Human Resource Skill Vertex-Upskilling Edutech Pvt. Ltd.

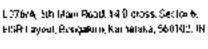
I accept the above-mentioned terms and conditions.

Signature:	
Name (m Capitals): (
Place & Date:	







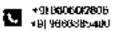


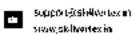




ANNEXURE

	PARTICULARS			
S.No				
1.	Professional / Educational Certificates.			
	Payslip of Last 3 Months of previous employment (if applicable).			
	Relieving Letter from Previous Served Company (if applicable).			
	Graduation Certificate.			
	Other relevant educational certifications.			
2.	Coloured Scanned Copy of Photographs.			
3.	PAN Card and Aadhar card Scanned Copy.			
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, LFSC Code.			







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EMPLOYMENT AGREEMENT

Date: 30-08-2022

To: Sneha S

Appointment: Business Development Associate

Dear Sneha 5.

At the outset, we welcome you to Skillvertex (Upskilling Edutech Private Limited) and wish you an enriching tenure with us. With reference to your application and subsequent Offer Letter, we are pleased to appoint you as Business Development Associate in our Company with effect from 31-October-2022, subject to the following terms and conditions. This offer of appointment is valid until 05-September-2022 for acceptance. If we do not hear from you by 05-September-2022 i.e., the date on which validity of the offer expires, this offer of appointment shall be treated as withdrawn. This Employment Agreement supersedes and replaces all other communications made to you prior to the date of issue of this contract.

1. Title and duties- Business Development Associate

You will perform such duties and exercise such powers as the Company may from time to time require of you and your role will primarily entail curating & managing educational content for the Company that includes but is not limited to verifying the accuracy of content, proofreading for errors, appropriately fixing any errors in educational content, creating & developing questions & assessment papers when necessary, categorization of questions along with any other content processing activities. You acknowledge that your designation, as stated above, may be changed at the discretion of the Company depending on the work assigned to you, including at the time of promotion and progression within the Company. Your appointment shall also be subject to such statues and legal regulations as are applicable and are in force now and/or any such modifications or enactments that may come into force from time to time.

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2. Place of work

You will be based in Bongalore, India. However, the Company reserves the right at any time to require you to work at any other division or location of the Company or its clients, or betransferred to any branch office, subsidiaries and associate companies, situated anywhere in India or abroad, whether existing or, which may be set up in future without notice. These assignments will be agreed with you in advance and will fall within the scope of work set out in this contract. In such case, all transfer facilities applicable per the Company's then existing policies will be made available to you.

3. Probation

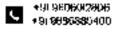
You will be placed on probation for a period of 2-3 months i.e., once the OJT has been completed from your date of joining and OJT for 10 days will be unpaid. During the probation period you are eligible for a remuneration of INR 25,000 thousand (INR 15,000 FIXED + INR 10,000 INCENTIVES). Your Probation Period can be extended, through a written letter provided from the Company, in case the Company is not satisfied with your performance.

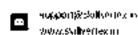
4. Hours of work

We estimate that under your contract you will be required to work Six (6) days, fifty-four(54) hours out of the normal working week. However, you will, in addition, work such hours and days as may be necessary or appropriate from time to time to earry out your duties properly and effectively. Further, during your employment with the Company, you are expected to devote your entire time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business that will potentially conflict with the business of the Company and Your role.

5. Emoluments and taxes

į, Your gross annual Cost to Company (CTC) will be INR 6,00,000 (Six takhs only), with a fixed compensation of INR 3,60,000 (Three Lakhs Sixty Thousand only). per annum (before all customary payroll deductions), payable monthly in







to achievement of input and output parameters in accordance with the Company's customary payroll practices.

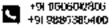
- ii. Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills- specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.
- iii. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration paid to you pursuant to your employment hereunder. You will not be eligible for any paid salary structure if you do not complete 24 days of your working period in the organisation, in total The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as applicable.

6. Notice Periods

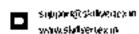
Subject to Clause 7 below, during the Probation Period, this Employment Agreement may be terminated by the Company by giving you not less than fifteen (15) days' notice in writing. During the Probation Period, if you wish to terminate this Employment Agreement, you can do so by providing the Company not less than forty five (45) days' notice in writing. Thereafter, this Employment Agreement will continue until terminated by either party giving to the other not less than forty-five (45) days' notice in writing. The tenure for the notice period starts from the date of acceptance of the resignation letter by your reperting manager. Company may, in its discretion, terminate the Employment Agreement before the expiry of the notice period, on such terms and conditions as may be decided by the Company, by making a payment of basic salary equivalent to the notice period. If you are absent for a continuous period of ten (10) days without leave or without obtaining your manager's approval, your employment will be immediately terminated by the Company for cause and without notice, in which case, you will be liable to pay to the Company an amount equal to your then current gross salary for a period of forty five (45) days in lieu of the notice required to be provided by you.

7. Termination and suspension

7.1. The Company may also terminate this Employment Agreement immediately, and with no liability to make any further payment (other than in respect of amounts account due at the date of termination) to you, if you:



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Skill any information about or of the Company, or defame the Company by making any designatory autements about the Company, in any form of social media or public forums or otherwise. Breach of this Clause will entitle the Company to terminate this Employment

Agreement with immediate effect and with no liability to make any further payment (other than in respect of amounts accrued due at the date of termination) to you or to pursue any logal action against you, as applicable, in the event of your breach of this Clause post leaving the employment of the Company. Further, notwithstanding the above, you acknowledge that any post, comment, opinion etc. published by you on any matter in any forum, including social media, is your personal view and that the Company shall have no liability or responsibility for the same whatsoever.

11. Confidentiality

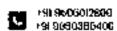
The Company requires all employees to execute a Non-Disclosure Agreement ("NDA") to protect the rights of its employees and also that of the Company while dealing with confidential information, documents, etc. The said NDA forms part of this Employment Agreement and is applicable to you. You are required to read, understand and sign the enclosed NDA in acknowledgement of your acceptance of the conditions therein.

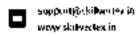
12. Intellectual property

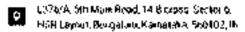
You agree to execute an Intellectual Property Assignment and Transfer Agreement ("IP Assignment Agreement") in favour of the Company. The said IP Assignment Agreement forms part of this Employment Agreement. You are required to read, understand and sign the enclosed IP Assignment Agreement in acknowledgement of your acceptance of the conditions therein.

13. Notices

Notice under these terms and conditions will be treated as having been given if sent by ordinary registered post, by you to the Company's registered office or by the Company to you at your last known address on file with the Company, and will be deemed to be given on the day when it would ordinarily be delivered after such posting. It is your responsibility to notify the Company of any changes in your personal information within three (3) working days of such change being effective.







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11. Confidentiality

The Company requires all employees to execute a Non-Disclosure Agreement ("NDA") to protect the rights of its employees and also that of the Company while dealing with confidential information, documents, etc. The said NDA forms part of this Employment Agreement and is applicable to you. You are required to read, understand and sign the enclosed NDA in acknowledgement of your acceptance of the conditions therein.

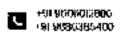
12. Intellectual property

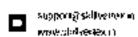
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13. Notices

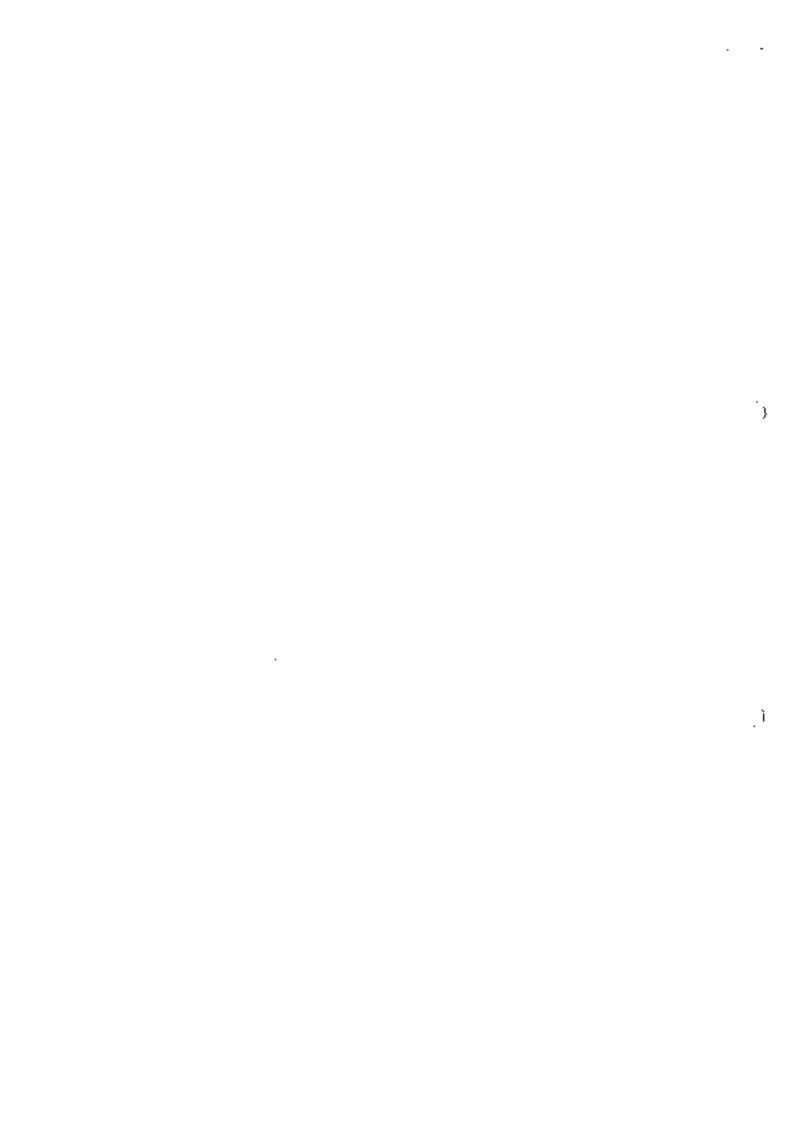
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Notice under these terms and conditions will be treated as having been given if sent by ordinary registered post, by you to the Company's registered office or by the Company to you at your last known address on file with the Company, and will be deemed to be given on the day when it would ordinarily be delivered after such posting. It is your responsibility to notify the Company of any changes in your personal information within three (3) working days of such change being effective.









7.4. Upon termination of this Employment Agreement for whatever reason, you will deliver to the Company all computer devices, laptops, machines, books, decuments, papers,

materials and other property relating to the business of the Company which may then be in your possession or under your power or control.

8. Restraint on activities

You will not, at any time after termination of your contract, for whatever reason, represent yourself as being in any way connected with the affairs of the Company.

9. Post Termination

9.1 NON-SOLICITATION

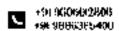
- You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the tennination of this Employment Agreement for the period of twelve (12) months by whatever means solicit or attempt to solicit any business from any of the Company's Customers, Customer Prospects, or Vendors.
- II. You shall not and shall not attempt to, either personally, or through an agent or firm, directly or indirectly, during your employment and after the termination of this Employment Agreement for the period of twelve (12) months by whatever means recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any employee, director, shareholder or consultant of the Company, to terminate their employment relationship with the Company.

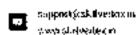
9.2 NON-COMPETE

For a period of twelve (12) months after the termination of this Employment Agreement by whatever means, you shall not without the prior written consent of the Company, work for, or consult with, any company, firm or person which is in direct competition with the Company or Company customer, customer prospect, Company partner or a vender of the Company.

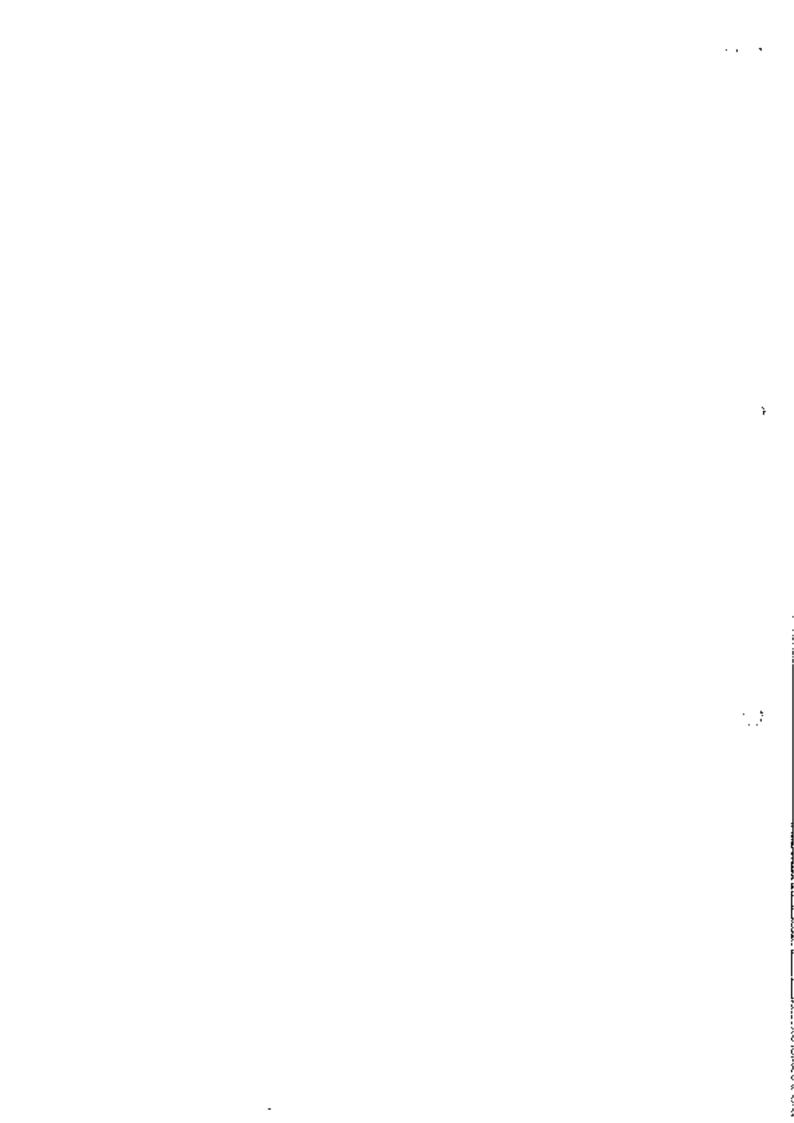
10. Publication

You shall not, during the tenure of your employment with the Company or at any time thereafter, either personally or through a third party, directly or indirectly, refer to or publish













20-May-2022

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Dear Anancii K, BCA, Compuler Application Maharani Lakahmi Ammerni College for Women, Bengalore

Candidate ID 21327617

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our indial selection process and we are pleased to make you an other of employment. This other is based on your profile and performance in the selection process.

You have been selected for the position of Programmer Trainee.

Disring your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Ramuneration (ATR) of INR 252,000%. This includes an annual target incentive of INR 12,000 /- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in Compensation and Benefits. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probablon period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.284,1117-. This includes an annual target incentive of INR 12,0007- as well as Cognizant's contribution of INR 18,5007- towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in Employment Agreement. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this latter and other communications shared with you.

Please note:

 This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing enteers in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only 15 days and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer vanishing will be at the sole discretion of Cognizant.

- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
- 3. Prior to joining Cognizant, you must successfully complete the prescribed internship or Continuous Skill-Development (CSD) program (if offered to you) as detailed below:

A; Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill truiding until you join Cognizant. This forms a critical part of your employment with Cognizant. Your emboarding with Cognizant would be prioritized.



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based on the successful completion of same, in event of non-completion of the Internship or Continuous. Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant internship (II offered to you):

Successful completion of Cognizant Internship (if offered to you), which is a pre-requisite skill and capability development program will form a critical part of your employment with Cognizant.

- 3.2 Continuous Skill Development (CSD) Program ([f offered to you):
- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-lime Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to matpractices and misconduct during internehip and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Information and CSD program terms and conditions from time to time.
- 4. Training Post Joining Cognizant:

Upon successful completion of internship program (if offered to you), one of the below options would be followed based on business domands.

- a) You could be proposeded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis lowerds your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please tog into <a href="https://campus2Cognizant.cogn

Yours sincerely,

For Cognizant Technology Solutions India Pyt. Ltd.

Maya Sreekumar

Vice President – Human Resources

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

Signature: Date:



Compensation and Benefits

Name: Anandi K Designation: Programmer Traines

Sł. Na.	Description	Monthly	Yearty
1	Beak	6500	78,000
2	HRA*	2000	31,200
3	Company's contribution of PF #	1476	17,712
4	Advance Stallatory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
	Annual Gross Compensation		220,500
	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		232,500
	Company's contribution towards benefits (triedical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		252,000

Note: The insurance amount may vary subject to market conditions from time to time.

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage.
- Group Term Life Insurance
- Employees' Compensation insurance benefit as per the Employees' Compensation Act, 2010.
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Legve & Vacation:

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From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility
in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from
your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	16
2	Sick Leave	12
3	Casual Lesve	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Regid Office: 115/535, Old Mahabalipurani Road, Okklam Thoralpakkam, Chennai - 600 097.



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NTT DATA Global Delivery Services Private Umited

Block 2, 3rd Floor, 07

Pio; No. 123, EPIP Phase II, Whitefield Industrial Arca-

Bargalore 560 066 Andis Tel: +91,80 3342 6000



DECLARATION

I, DEVYASHREE M S/o, D/O, W/O MANJUNATICA G having permanent address at #2109,5th Cross. Pipeline Road. Santosh Nagar, T.Dasagahalli acknowledge reinistant and confirm to NET DATA Global Delivery Services Private Limited, (hereinafter referred to as "the Company", which expression shall unless it be repugnant to the context or meaning thereof, deemed to mean and include its successors, altitates, sister concerns and assigns) that my offer null be subject to.

- 1. My willingness to relocate to any of the any of the locations of the Company. I agree that the Company reserves the right to depute / transfer my services to any other location/ centres of the Company/ client location/ Group Company in consistence with the Company's business/ project requirement and interests. In case I fail to accept such deputation or transfer, the Company of its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
- 2. My willingness to work in any of the shifts (i.e. either day or night shifts). I agree that the Company reserves the right to depute me to work in any of the shifts in consistence with the Company's business/project requirement and interests. In case I refuse to work in any of the shifts as required by the Company, the Company at its sole disposition reserves the right to initiate appropriate actions in accordance with the Company policy.
- 3. My writingness to work in any kind of technology/ project. I agree that the Company reserves the right to depute me to work on any kind of technology/ projects in consistence with the Company's business/ project requirement and inherests. In case I refuse to work on any kind of technology/ projects as required by the Company, the Company at its sole discretion reserves the right to initiate appropriate actions in accordance with the Company policy.
- I, do hereby verify and declare that the contents of this declaration are true and correct and given with my free will and congent, no part of it is false and nothing material has been concealed therein and I am safely responsible for its accuracy and know of no agreements, obligations or restrictions which prevent or prohibit me from complying with them.

DWASHKEE A.

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MAME: DIVYASHREE M DATE: June 24,2022 PLACE: BANGALORE DocaSign Envelope ID: D7C5CCAD-CF48-4768-3068-3581EEFC5EB5

NTT DATA Global Delivery Services Private Limited

Block 2, 2** Floor, 07

Plot No. 123, EMP Phase II, Whitefield Industrial Area

Bangalore 560 066 India Tel: +91 80 3347,5000



Annexure A

At the time of joining, you are requested to bring the following documents in Original along with two copies of each. The original certificates are required for verification only and will be returned the same day.

- Certificates & mark sheets supporting your educational qualifications:
 - Xth Certificate and mark sheet
 - b. XIIIth Certificate and mark sheet
 - c. Degree Certificate/Provisional Certificate and Individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post graduation)
- 2. Three copies of your recent Passport size color photograph (white bedgenund)
- Copy of NTT DATA Global Delivery Services Private Limited offer lefter and completed pre-employment form
- 4. You are required to carry your passport at the time of joining

For any further danification you can mail to Campus.Connect@nttriets.com.

If any decisiration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely, FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMETED

- Occupation and the

Uminala Sarkar

THE PROPERTY SHOW AND

DIRECTOR - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by June 27,2022 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

— employees

Signature:

alayashkee m

OLVYNSKINE W

Date: June 24 2022

Confidential

DocuSign Envelope ID, D7C5CCAD-CF48-4788-8089-38816EFCCM86

NTT DATA Global Delivery Services Private Limited

Block 7, 2rd Flowr, D7 Plot No. 123, EPPP Phase 4, Whitefield Industrial Area Cangalore 560 066 India ETECTTA Project

Tel +91.80.3342.6000

June 24,2022

7

divyashree m Maharahi lakshmi ammanni college for women

Dear DIVYASHREE M

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Info Technology Associate with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your continuing employment with the Company is subject to your completing the training as given below.

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion or all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually hinding relationship between you and Company. Your appointment as Info Technology Associate in Grade 4 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, you will be undurgoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per America's A.

Please note that the continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training or joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- c) Probation period of six (6) months from the date of joining.

Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 300000 during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing lows. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

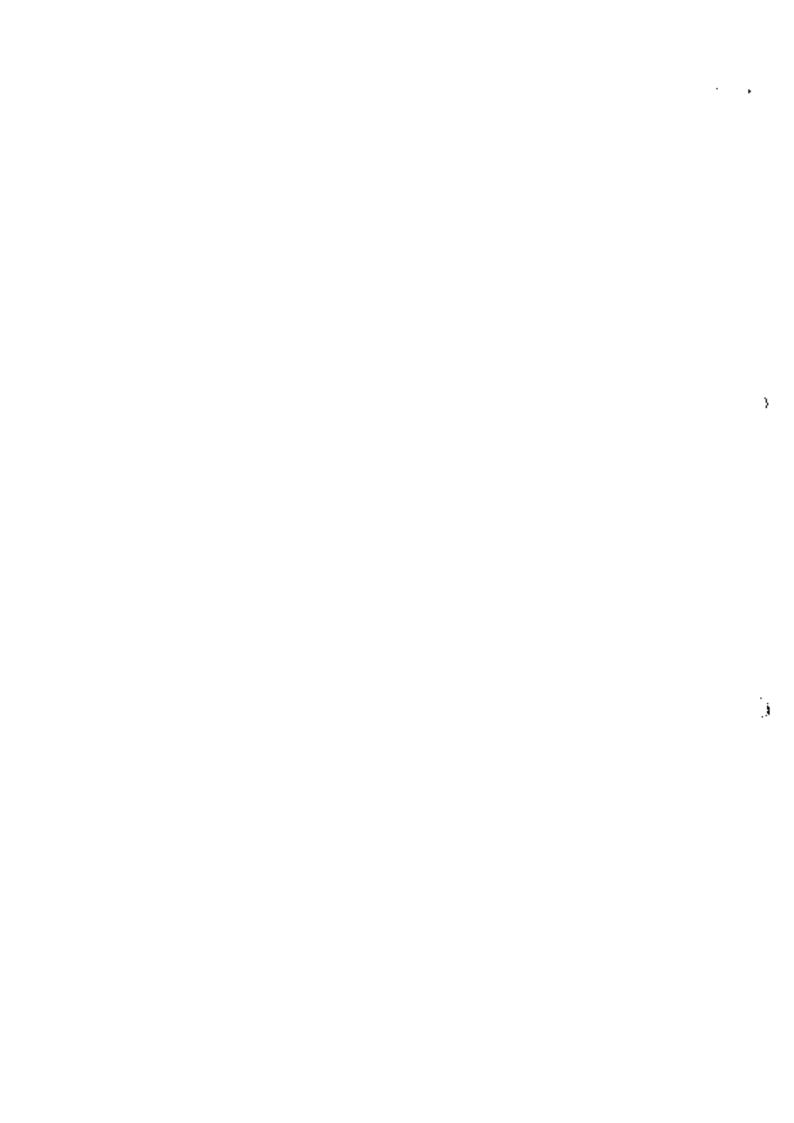
A formal latter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joyang will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Kamataka. This is an intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Schemo by the MCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trained engagement letter and any other changes/amendments that may be required due to the merger.

Confidential





Congratulations on being offered with ScoGen-Avanthika

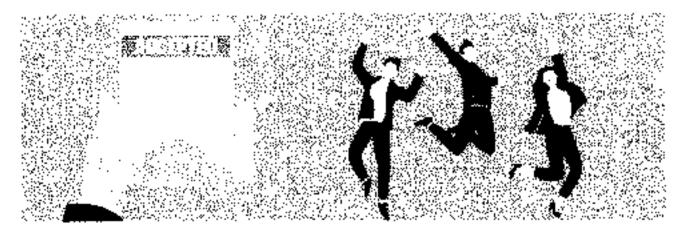
1 message

Societa Cenerale Cerroue Recruitment < IN-HR-Cempus@socgen.com> To. hgeeta578@gmail.com <hgeeta578@gmail.com>.

Fri, Jan 27, 2023 at 10:39



Global Spfullan Centen



Dear Avanthika,

Thank you for interviewing with us. We are glad to inform you that we have been selected for offer with Societe Generale

We request you to send us the signed copy of the attached Letter of Intent and other documents within 7 days of receipt of this small to confirm your candidature with us.

To digitally sign the LOI, please follow the steps.

- On a blank sheet, give your physical signature. Take a photo of it and save it on your desktop.
- Open the letter in Adobe Acrobat Reader.
- 3. Use the fill and Sign option on Right side of document
- Scroll to the bottom of the page and type your name as per Govt records beside Conditiate name.
 Scroll to the Signature Tab. click, use the "Sign Yourself" options Add signature > Image > Select Image from Desktop> Apply
- Go to File > Save As > Rename as LOI Aventhika
- Without changing the subject line and recipients of this email, please attached the copy and revert to us.

Mandatory documents:

- Signed tetter of Intent.
- 2 Copy of Pasaport (1st & last page) / SSLC Marksheet
- 3. Copy of PAN Card
- 4. Fitted Candidate Information Sheet (Attached, Please note all 4 pages are to be (Med).
- 5. Resume

Kindly reed the instructions to share the documents:

- 1. Please make individual folders renaming each with the full name of the student
- Place all the documents for individual candidates in one folder and respectively rename the folder.
- 3. All documents to be renamed as . Document Type, Full Name eg: PAN Card, Avanthika
- Accepted the formats PDF, JPB and Word document for all government documents.
- 5 Please 00 NOT change the file formul of the Candidate Information Sheet (xism)
- White saving You can place all individual candidate documents in one main folder, zip it (.zip format) and share
- Please share the documents in via attachment rephring to this email.
- 8, Please DO NOT share Google Drive link or any cloud platform link to access the documents. As an organization policy, we are not authorized to access any third party links

 Please ensure the email attachment size is not more than 10 MB. If more, you can split the documents in multiple emails and send.

Should you have any questions, please respond back to this ernal and we shall get your queries answered.

Thanke & Regards,

Societe Generale Campus Recruitment Team

Ce message et toutes les pieces jointes (ci-apres la 'message') sont confidentiels et susceptibles de contenir des informations couvertes par le secret professionnel. Ce message est établi à l'intention exclusive de ses destinataires. Toute utilisation ou diffusion non autorisse interdite.

Thui message etectionique est susceptible d'alteration. La SOCIETE GENERALE et ses filiales declinent toute responsabilite au titre de ce message s'il a éte siliere, déforme l'éssifie

This tressage and any attachments (the "message") are confidential, intended ablety for the addresses, and may contain legally privileged information. Any unauthorized use or dissemination is prohibited.

E-mails are susceptible to alleration. Nather SOCIETE GENERALE nor any of its subsidiaries or affiliates shall be fiable for the message. If aftered, changed or falsified.

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The Learning App

OFFER LETTER

Oate:13*April 2023

Mr./Ms Fanus Banu,

Welcome to BYJU'S)

Congratulations on your decision to partner with us in our endeavor to change the face of education.

We are pleased to Offer you the position Of Business Development Associate on following terms and conditions:

Offer Debails:

Designation:

Business:

Development.

Department:

Associate: **Business Development**

Unit Name:

Sales

Employment Type:

Regular

CTC per Annum:

■ Fixed

7,00,000/-Compensation:

INR

Variable Compensation:

INR

Date of Joining:

23rd August . 2023

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- a) Provident Fund
- b) Income tax deducted at source at the rates applicable.
- c) Employment/Professional taxes.
- d) Ques to company including loans and advances.
- e) Or any other applicable statutory deductions.

- a) You will be governed by and agree to abide by the General Terms & Conditions of Service. of the Company, as enclosed in Annexure A.
- b) You will be governed by and agree to abide by the provisions of the company Code of Conduct, copy of which is enclosed with this letter.
- C) You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to Join the services of the Company not later than 23rd April 2018, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this Offer letter on your date of joining.

Yours sincerely, For and Behalf of,

Think & Learn Pvt. Ltd. Accept Job Offer by signing below

The Learning App

OFFER LETTER

Date:13thApril 2023

Mr./Ms Keerthana M.

Welcome to BYJU'S!

Congratulations on your decision to partner with us in our endeavor to change the face of education.

We are pleased to Offer you the position Of Business Development Associate on following terms and conditions:

Offer Details:

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Designation: Business Development

Associate

Department: Business Development

Unit Name: Sales
Employment Type: Regular

CTC per Annum:

• Fixed Compensation: 7,00,000/-

INR

Variable Compensation: INR

Date of Johning: 23rd August , 2023.

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- a) Provident Fund
- b) Income tax deducted at source at the rates applicable.
- C) Employment/Professional taxes
- d) Dues to company including loans and advances.
- e) Or any other applicable statutory deductions

- 8) You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
- b) You will be governed by and agree to abide by the provisions of the company Code of Conduct, copy of which is enclosed with this letter.
- C) You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than 23rd April 2018, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us.

Please submit the signed copy Of this Offer Jetter on your date Of joining.

Yours sincerely, For and Behalf of,

Think & Learn Pvt. Ltd. Accept Job Offer by signing below

The Learning App

OFFER LETTER

Date:13thApril 2023

Mr./Ms Sahana S,

Welcome to BYJU'SI

Congratulations on your decision to partner with us in our endeavor to change the face of education.

We are pleased to Offer you the position Of Business Development Associate on following terms and conditions:

Offer Details:

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Designation: Rusiness Development

Associate

Department: 8usiness Development

Unit Name: Sales
Employment Type: Regular

CTC per Ahnum:

Fixed Compensation: 7,00,000/-

INR

Variable Compansation: INR

Date of Joining: 23rd August , 2023

The company shall be entitled to deduct, from the above remuncration payable to you, the following contractual, statutory and compulsory deductions:

- a) Provident Fund.
- b) Income tax deducted at source at the rates applicable.
- C) Employment/Professional taxes
- d) Dues to company including loans and advances
- e) Or any other applicable statutory deductions.

- a) You will be governed by and agree to abide by the General Terms & Conditions of Service
 of the Company, as enclosed in Annexure A.
- b) You will be governed by and agree to abide by the provisions of the company Code of Conduct, copy of which is enclosed with this letter.
- c) You are requested to carry necessary documents on your joining date, as enclosed in Annexure 8.

You are requested to join the services of the Company not later than 23rd April 2018, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy Of this Offer letter on your data Ot joining.

Yours sincerely, For and Behalf of,

Think & Learn Pvt. Ltd. Accept Job Offer by signing below

The Learning App

OFFER LETTER

Date:13thApril 2023

Mr./Ms Ramya R,

Welcome to BYJU'S!

Congratulations on your decision to partner with us in our endeavor to change the face of education.

We are pleased to Offer you the position Of Business Development Associate on following terms and conditions:

Offer Details:

Designation: Business Development

Associate

Department: Business Development

Unit Name: Sales

Employment Type: Regular

CTC per Annum:

• Fixed Compensation: 7,00,000/-

INR

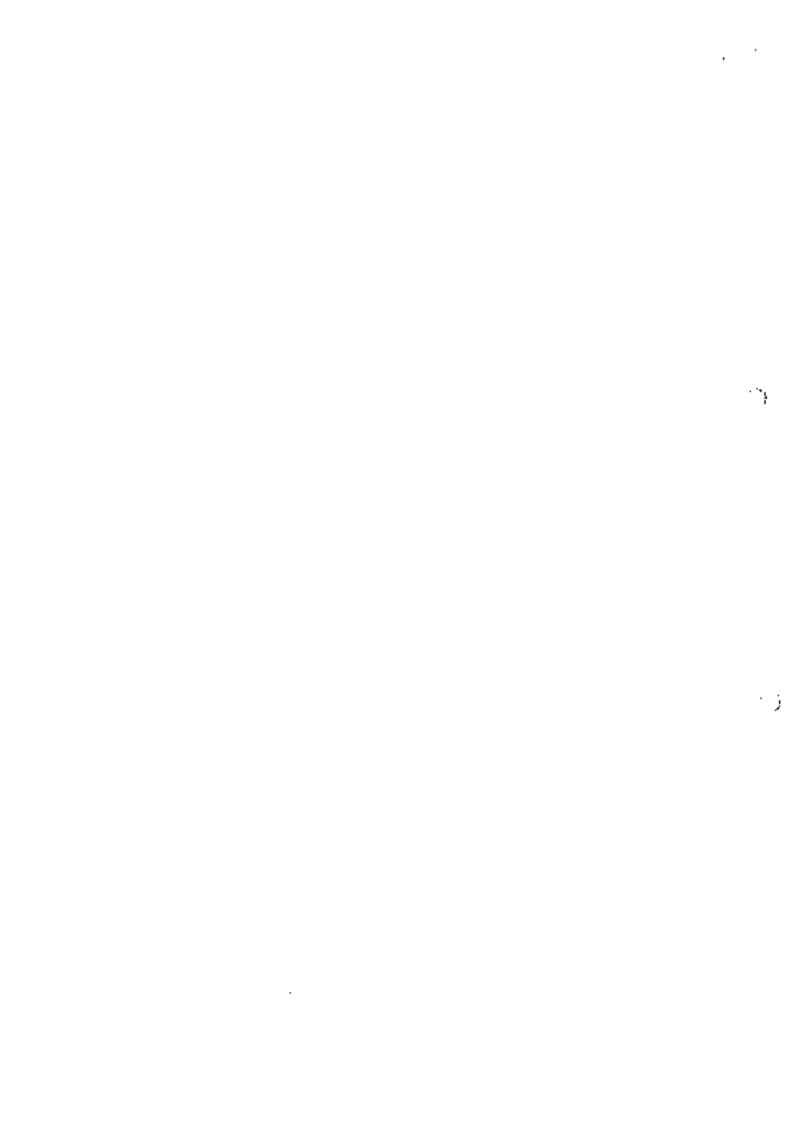
■ Variable Compensation: INA

Date of Joining: 23rd April 2023

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- a) Provident Fund.
- b) Income tax deducted at source at the rates applicable.
- C) Employment/Professional taxes
- d) Dues to company including loans and advances
- e) Or any other applicable statutory deductions

- a) You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
- b) You will be governed by and agree to abide by the provisions of the company Code of Conduct, copy of which is enclosed with this letter.
- C) You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.



You are requested to join the services of the Company not later than 23rd April 2018, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy Of this Offer letter on your date Of joining.

Yours sincerely, For and Behalf of,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

)

Signature:



The Learning App

OFFER LETTER

Date:13thApril 2023

Mr./Ms Manya V.

Welcome to BYJU'S1

Congratulations on your decision to partner with us in our endeavor to change the face of education.

We are pleased to Offer you the position Of Business Development Associate on following terms and conditions:

Offer Details:

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Designation: Business Development

Associate

Department: Business Development

unit hame: Sales
Employment Type: Regular

CTC per Annum:

▼ Fixed Compensation: 7,00,000/-3,00,000/-

INR

Variable Compensation: INR

Date of Joining: 23rd April 2023

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- a) Provident Fund.
- b) Income tax deducted at source at the rates applicable.
- C) Employment/Professional taxes
- d) Dues to company including loans and advances.
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- C) You are requested to carry necessary documents on your joining date, as enclosed in Annexure 8.

You are requested to Join the services of the Company not later than 23rd April 2018, feiling which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy Of this Offer letter on your date Of joining.

Yours sincerely, For and Behalf of,

Think & Learn Pvt. Ltd. Accept Job Offer by signing below

The Learning App

OFFER LETTER

Date:13thApril 2023

Mr./Ms ASA S.

Welcome to BYJU'S!

Congratulations on your decision to partner with us in our endeavor to change the face of education.

We are pleased to Offer you the position Of Business Development Associate on following terms and conditions:

Offer Details:

Designation:

Business

Development

Associate

Department:

Business Development

Unit Name: Employment Type:

5ales

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Regular

CfC per Annum:

Fixed

Compensation.

7,00,000/-

3,00,000/-

INR

Variable Compensation:

INR

Date of Joining:

)

23rd April 2023

The company shall be entitled to deduct, from the above ramuneration payable to you, the following contractual, statutory and compulsory deductions:

- a) Provident Fund
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- C) Employment/Professional taxes
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- e) Or any other applicable statutory deductions

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We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us.

Please submit the signed copy Of this Offer letter on your date Of joining.

Yours sincerely, For and Behalf of

Think & Learn Pvt. Ltd. Accept Job Offer by signing below

The Learning App

OFFER LETTER

Date:13thApril 2023

Mr./Ms Anushree C.

Welcome to BYJU'SI

Congratulations on your decision to partner with us in our endeavor to change the face of education.

We are pleased to Offer you the position Of Business Development Associate on following terms and conditions:

Offer Details:

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Designation: Business Development

Associate

Department: Business Development

Unit Name: Sales
Employment Type: Regular

CTC per Annum:

 Fixed Compensation: 7,00,000/-3,00,000/-

INR.

Variable Compensation: INR

Date of Johnng: 23rd April 2023

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- Provident Fund.
- b) Income tax deducted at source at the rates applicable
- C) Employment/Professional taxes.
- d) Types to company including loans and advances.
- Or any other applicable statutory deductions.

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We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy Of this Offer letter on your date Of joining.

Yours sincerely, For and Behalf of,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:



The Learning App

OFFER LETTER

Date:13thApril 2023

Mr./Ms Varshitha G.

Welcome to BYJU'SI

Congratulations on your decision to partner with us in our endeavor to change the face of education.

We are pleased to Offer you the position Of Business Development Associate on following terms and conditions:

Offer Details:

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Designation: Susiness Development

Associate

Department: Business Development

Unit Name: Sales
Employment Type: Regular

ÇTÇ per Annum:

• Fixed Compensation: 7,00,000/-

INR

Variable Compensation: INR

Date of Joining: 23rd April 2023

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- a) Provident Fund
- b) Income tax deducted at source at the rates applicable.
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We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed cook Of this Offer letter on your date Of joining.

Yours sincerely, For and Behalf of,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:



The Learning App

OFFER LETTER

Date:13thApril:2023

Mr./Ms Rupai Sinha,

Welcome to BYJU'SI

Congratulations on your decision to partner with us in our endeavor to change the face of education.

We are pleased to Offer you the position Of Business Davelopment Associate on following terms: and conditions:

Offer Details:

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Designation: Business Development

Associate

Department: Business Development

Unit Name: Sales
Employment Type: Regular

CTC per Annum:

■ Fixed Compensation: 7,00,000/-3,00,000/-

INB

Variable Compensation: IMR

Date of Joining: 23th April 2023

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- Provident Fund
- b) Income tex deducted at source at the rates applicable.
- c) Employment/Professional taxes
- d) Dues to company including loans and advances.
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- C) You are requested to carry necessary documents on your joining date, as enclosed in Agreeure B.

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We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy Of this Offer letter on your date Of joining.

Yours sincerely, For and Behalf of,

Think & Learn Pvt. Ltd. Accept Job Offer by signing below

The Learning App

OFFER LETTER

Date:13thApril 2023

Mr./Ms NEHA S.

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to Offer you the position Of Business Development Associate on following terms: and conditions:

Offer Details:

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Designation: Business Development

Associate

Department: Business Development

Unit Name: Sales
Employment Type: Regular

CTC per Annum:

▼ Fixed Compensation: 7,00,000/-3,00,000/-

IMR

Variable Compensation: INR

Date of Joining: 23rd April 2023

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- a) Provident Fund
- b) Income tax deducted at source at the rates applicable
- c) Employment/Professional taxes
- d) Dues to company including loans and advances.
- e) Or any other applicable statutory deductions.

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- C) You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

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We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy Of this Offer letter on your date Of Joining.

Yours sincerely, For and Behalf of,

Think & Learn Pvt. Ltd. Accept Job Offer by signing below

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2nd Floor, RMZ Ecospare, Compus 1C.
Sinjapur Custer Bling Boom
Bangalore, 560 103.
Kannatata, India.
Main + 491 [80] 4017 8500
CIN = U22300/A2005#T0048089

Nacifier in Operating Services Pvi. Ltd.
Tower A., 15th to 16th Room,
EON Tree Zower-II.
EON Phanoch Poinsetructure Pvi. Ltd. - 547,
Survey No. 72/2/1, Macadi, Pune - 41 I (III.)
Wahayashira, Boda.
Main - 491(20) 48536200

SEZ CLAR:



Date: 69-March-2022

Letter of Intent

Dear Kavyashree.M.

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

Date Of Joining	Will be Confirmed by HR as appropriate date approaches.	
Salary Retirals	Your Annual Fixed Pay will be ₹ 306,987 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.	
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: • Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme • Private Health Insurance for self, spouse, children and either of parents or parents in law, • Accident insurance and • Life assurance	
Conditional Offer	Your appointment as "Analyst I" with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining Northern; failing to do so may amount to Northern taking corrective action which could lead to you being terminated from Northern 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;	



Regulari Monthern Operating Service: Pvt. Ltd. 2 * Floor: RMZ Brospace: Campus 10, Sarjaper Duler Berg Rosel Bangstore, Scit 103, Rankstalla, Irrifia Stain: +51 (20) 4017 8500

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TRUST		
	 Receipt of written references; Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.); You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers. Achieving and maintaining an acceptable standard for compliance purposes; 	
Working Hours & Leave	8. Written acceptance of this letter of Intent. You working hours and annual Leave shall be as per Northern policy; and is detailed in the 'Statement of Terms of Employment' and 'Northern Trust India Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours; a week. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.	
Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern Operating Services Private Limited will be considered to have been successfully	



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completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 prior to termination of the appointment



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MAIrarasiwra, India. Main - •93(20) 48538200

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Salary Break up Annexure

Name: Kavyashrec.M Date: 09-March-2022

Salary Component	Amount
Besic	₹ 112,000
House Rent Allowance	₹ 44,800
Flexible Cash Component	₹ 123,200
Total Fixed Pay (TFP)	₹ 280,000
Retirals	
Employer's contribution to PF	V 21,600
Grathity	₹ 5,387
Sub Total	₹ 26,987
Annual Fixed Pay (TFP + Rothrals)	₹ 306,987
Monthly Gross	₹ 23,335

Northern Operating Services Private Limited

Note, This is a System Generated Document and does not require physical signoture.

This document contains confidential information. If you are not the intended recipient, you are not authorized to use or disciose it in any form. If you have received this in error, please destroy it glong with any copies and notify the sender immediately.

My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

Name & Email Address: Kavyashree.M, kavyashreetaghav@gmail.com \$tart Date: Will be Confirmed by HR as appropriate data approaches.



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18-November-2022 Dhanyashree K S dhanyal 726@gmail.com #706, 73rd cross 5 th block Rajajinagar Banglore

Dear Dhonyashree,

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We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as Analyst I in our Transfer Agency Department within the Asset Servicing. 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 Bouspace Cumpus 1C, Bellandur Village, Varthur Hobli, Bangalore - 560103 ("Northern") and Dhanyashree K S of #706, 73rd cross, 5 th block Rajajinagar, Banglore.

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.
- 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;
- you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;



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- (g) your agreement to and achieving and maintaining a suitable standard for compliance purposes (see below), including agreeing to comply with all applicable policies, procedures and guidance, and completion of mandatory training in appropriate timescales. Your role is subject to the achievement and maintenance of an appropriate level of competence, as required by your current role at any point in time;
- (b) you being free to take up and carry out the role offered to you and you not being in breach of or breaching any express or implied terms of any contract, court order or of any other obligation legally binding upon you by virtue of accepting this Employment Agreement;
- you having declared any action taken against you by a regulatory or professional body;
- you having lawful authority to work in India and producing satisfactory evidence to this effect. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commence);
- (k) you not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern; and
- (I) you providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, non-hire agreements, and other restrictive contracts you may have entered into with former employers.

During your employment, Northern may conduct periodic background checks (including criminal records checks). It is a condition of your employment that you consent to provide the personal information required to conduct such checks when requested to do so. By accepting this Employment Agreement, you understand and agree that failure or refusal to consent and/or provide the required personal information will constitute a serious breach of this Employment Agreement which will be cause for initiating disciplinary action, including but not limited to termination of employment.

All of the above must be to the satisfaction of Northern. This appointment is on the basis of the information/particulars provided by you with regard to your educational/professional qualifications, experience and criminal records. In the event it is discovered, at any stage, that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld / suppressed by you, it shall constitute breach of discipline and your services will be liable to be terminated. In addition, if the conditions stated above are not fulfilled to the satisfaction of Northern, then your appointment will be deemed void and your services with Northern terminated.



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This appointment is on the confirmation from you that you can perform the duties of the position for which you are being hired without violating any obligations that you might have to any other person or company.

2. Commencement Date

You, Dhanyashree K S, are employed by Northern as Analyst I in our Transfer Agency Department with effect from 02-January-2023. You are requested to bring with you, when you first report for work, either a valid passport and employment visa (where relevant) or other valid evidence of the right to work in India. If this is problematic, please contact the Human Resources Department to discuss. You will receive an email in the week prior to your Date of joining, with instructions for your first day of employment.

3. Probation

The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern will be considered to have been successfully completed after six months or you will be advised in writing, if Northern decides to extend your probationary period. During your probationary period, either the company or you may terminate this agreement by giving in writing to the other party, thirty days' notice, and the same notice requirement would apply to you should you resign during the probationary period. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 6D days prior to termination of your employment. In either case, Northern reserves the right to pay you in lieu of notice.

4. Job Title

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You are employed as Analyst I in our Transfer Agency Department. You have been informed about your reporting line Manager by the hiring panel. Northern reserves the right to amend your reporting line to any person so appointed to act with such authority.

You shall faithfully and diligently perform the duties and exercise the powers which from time to time may be assigned to you by Northern together with such person or persons as Northern may appoint to act jointly with you. You shall serve Northern in this capacity to the best of your ability or in such other capacity as Northern may from time to time determine.

You and Northern agree that the nature of Northern's business demands flexibility and that reallocation of duties, power and other responsibilities from time to time is a natural part of – and a precondition for – the employment relationship between you and Northern. This may involve a change in your job title and reporting relationship.



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You shall perform such duties, discharge such responsibilities and exercise such powers, authorities and discretions in relation to Northern as from time to time may be delegated to you on such terms and conditions and subject to such restrictions as may from time to time apply. Northern may at any time require you to cease performing or exercising any particular power, authority or discretion delegated to you.

You shall at all times keep Northern promptly and fully informed (in writing if requested) of the business of Northern and of any information which may adversely affect Northern or its business.

5. Duties and Responsibilities

Duties and responsibilities of the position are as outlined in your meeting with the recruitment panel. You may be required to undertake other duties from time to time as Northern may reasonably require.

You shall devote the whole of your time unless prevented by ill-health or accident or otherwise directed by Northern (including during any period of suspension or exclusion as detailed under sections 17 and 19) to your duties under this Employment Agreement. You must serve Northern honestly and faithfully. You may not, without the prior written consent of your manager, be employed or otherwise engaged in any other business, trace or profession either directly or indirectly in any capacity whatsoever. You must also not engage in other business activity, whether paid or unpaid which may conflict with your duties as an employee of Northern.

6. Associated Company

You acknowledge and agree that Northern may at times require you to work for any Associated Company and to carry out its duties or responsibilities for any Associated Company which include its subsidiaries, affiliates or its customers, subcontractors or any other individuals or companies having any kind of association or relationship with Northern.

For the purposes of this Employment Agreement, an "Associated Company" is any company which for the time being is:

- (a) a holding company of Northern; or
- (b) a subsidiary of any such holding company or Northern; or
- (c) a company over which Northern or any holding company has control.

By working for any Associated Company, and/or by carrying out duties or responsibilities as mentioned in the above paragraph, you do not become an employee, or agent, or contractor of such Associated Company, including its subsidiaries, affiliates, customers, subcontractors or any other individuals or companies having any kind of association or relationship with



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Northern. For all purposes, you shall remain an employee of Northern and shall share an employer employee relationship with Northern.

Northern further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of Northern or as part of any restructuring or amalgamation or such other plan implemented by Northern or by which Northern is bound, on such terms and conditions as applicable to such a plan.

7. Location

You shall work at Northern's offices based at Bangalore or such other place of business of Northern or any Associated Company as may be directed by management from time to time.

You may be required to work at any other location, as may be directed by Northern from time to time. In normal circumstances you will not be required to work outside of India, however, business requirements may necessitate short term visits outside of India.

B. Compliance with Applicable Law

You agree to comply with all applicable laws, regulations, governmental orders of India and rules governing the business or businesses in which Northern operates including, but not limited to, other jurisdictions where relevant laws may apply from time to time that relate to your employment by Northern.

9. Salary

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Your Annual Fixed Pay will be \$366,987, 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.

In accordance with the Analyst salary framework, your next salary review will be in the quarterly review cycle following the completion of 12 months in the role. Any subsequent increase after this will be as per the company's Annual Review Cycle, as laid out below.

The annual performance appraisal cycle is from January to December. 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 I 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.



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Malaysabye, 19814.
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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 bonefits 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.

11. Retirals

You will be eligible to participate in the Provident Fund and Gratuity Scheme, subject to the terms and conditions of the Fund and Scheme from time to time in force as prescribed under law. You will be provided with the details and terms and conditions at the time of your joining. Subject to applicable law, Northern reserves the right to terminate or substitute another fund and scheme.

12. Hours

Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week. Your initial login time will be 14.30 IST. Please note that your login time may vary according to business needs, including modifications during daylight savings time. The 40-hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will



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Muniform Operating Services Per, Ltd.

Tower A, 13" to 16" floor,

Main - +91(20) 48538200



Date: 09-March-2022

Survey No. 72/2/1, Kharadi,

Letter of Intent

Dear Anjali Yaday,

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Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as "Analyst 1", in our Baugalore office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

Date Of Joining	Will be Confirmed by HR as appropriate date approaches.		
Salary	Your Annual Fixed Pay will be ₹ 306,987 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure		
Retirals	You will be entitled to participate in the Northern Provident Fund and Grafuity Scheme as per statutory requirements.		
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme Private Health Insurance for self, spouse, children and either of parents or parents in law; Accident insurance and Life assurance		
Conditional Offer	Your appointment as "Analyst I" with Northern is conditional apon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining Northern; failing to do so may amount to Northern taking corrective action which could lead to you being terminated from Northern 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;		



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Marr - +91(10) 48538200



Receipt of written references;

 Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.);

You are not being subject to any obligation, whether under a
contract of employment or otherwise, which would in any way
restrict your ability to undertake or perform your duties with
respect to financial services, such as with Northern;

6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, nonhire agreements, and other restrictive contracts you may have entered into with former employers.

 Achieving and maintaining an acceptable standard for compliance purposes;

Written acceptance of this letter of Intent.

Working Hours & a

Leave

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'Northern Trust India Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours. a week. Please note that your login time may vary according to business needs, including modifications during daylight savings time. 40hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week, in working a shift pattern you may also he required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in variting. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is aftered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.



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Salary Break up Annexure

Name: ANJALI YADAV Date: 09-March-2022

Salary Component	Amount	
Basic	₹ 112,000	
House Rent Allowance	₹ 44,800	
Flexible Cash Component	₹ 123,200	
Total Fixed Pay (TFP)	₹ 280,000	
Retirale		
Employer's contribution to PF	₹ 21,600	
Gratnity	₹ 5,387	
Sub Total	₹ 26,987	
Annual Fixed Pay (TPP + Reftrals)	₹ 306,987	
Monthly Gross	₹ 23,333	

Northern Operating Services Private Limited

Note: This is a System Generated Document and does not require physical signature.

This document contains confidential information. If you are not the intended recipient, you are not authorized to use or disclose it in any form. If you have received this in error, please destroy it along with any copies and notify the sender immediately.

My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

Date: Will be Confirmed by HR as appropriate date approaches.



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Makuraghtra, India,

Main - +91(20)(485)(420)



CIN - U723C0K4200SPTC04B089

Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern Operating Services Private Limited will be considered to have been successfully
	completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 prior to termination of the appointment



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Northern Operating Services Pvt. Ltd.

Pune #11 014, Man -- 91 [90] 4017 8500

Mahajashtra, India.

Marr - +21(20) 48538200



CIN - 072300CA2005PTC041009

Date: 09-March-2022

Letter of Intent

Dear Bhavya 8,

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

Date Of Joining	Will be Confirmed by HR as appropriate date approaches.	
Salary	Your Annual Fixed Pay will be ₹ 306,987 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure	
Retirals	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.	
Benefits	 You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme Private Health Insurance for self, spouse, children and either of parents or parents in law; Accident insurance and Life assurance 	
Conditional Offer	Your appointment as "Analyst I" with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining Northern; failing to do so may amount to Northern taking corrective action which could lead to you being terminated from Northern 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;	



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Puge - 431 014, Mary - 191 (8rt) 4617 8500 BONN Rharadh infhesirindinae Pve, Url — St.Z. Kannarata, Nidle. CIN - U7210(KA2005PFC)08989

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Monthern Operating Services Pee, \$10. Foundary, 13th to 26th Floor,

CONTRES ZONE-16,

Signer No. 77/2/1, Kharedi, Mary - +914204 48538300



- Receipt of written references;
- 1. Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences,);
- You are not being subject to any obligation, whother under n contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern;
- 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, nonhire agreements, and other restrictive contracts you may have entered into with former employers.
- Actieving and maintaining an acceptable standard for
- Written acceptance of this letter of latent.

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'Northern Trust India Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours a week, Picase note that your login tune may vary according to business needs, including modifications during daylight savings time. 40hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week, to working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well You should aske that your ontitlement to paid holiday and shift allowence may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.

Working Hours & Leave.



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Bangalore, 560-103,

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Survey No.72/2/1, KharaJi,

Pune - 411 014, Mair - +91 (80) 4017 0500

Mahajashija, Iralia.

CWI - U72300KA2305PTCQ48288

Main - (91(20) 48538200



Salary Break up Angezure

Name: Bhavya S

Date: 69-March-2022

Salary Component	Amount
Basic	₹112,000
House Rent Allowance	₹ 44,800
Plexible Cash Component	₹ 123,200
Total Pixed Pay (TFP)	₹ 280,000
Retirals	
Employer's contribution to PF	₹ 21,600
Gratuity	₹ 5,387
Sub Total	₹ 26,987
Annual Fixed Pay (TFP + Retirals)	¥ 366,987
Monthly Gross	₹ 23,333

Northern Operating Services Private Limited

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My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

Name & Email Address : Bhavya S , kavyashreeraghav@gmail.com Start Date: Will be Confirmed by HR as appropriate date approaches.



Regd Off.

Northern Operating Services Pvc. Lic. Z^{+} /Root, RMZ Ecospace, Compan ${\bf 1}{\bf C}_{r}$

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Main + +91(20) 48538300

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Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern Operating Services Private Limited will be considered to have been successfully
:	completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 prior to termination of the appointment



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Northern Operating Services Pys. Utd. 2⁻⁴ Floor, DMZ Grospace, Campus BC,

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Wahareshtie, India.

Main - +91(20) 48538200

Tower A, 13th to 16th Floor,

Northern Operating Services Pvt. Ltd.

SEZ UNH:



Date: 09-March-2022

Survey No.72/2/1, Kharaeli,

Letter of Intent

Dear KALPITA CHAKRABORTY,

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

Date Of Joining	Will be Confirmed by HR as appropriate date approaches.
Salary	Your Annual Fixed Pay will he ₹ 306,987 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure
Retirals	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	 You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme Private Health Insurance for self, spouse, children and either of parents or parents in law; Accident insurance and Life assurance
Conditional Offer	 Your appointment as "Analyst I" with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining Northern; failing to do so may amount to Northern taking corrective action which could lead to you being terminated from Northern 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;



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Point = 411 014, Main - (91 (20) 4017 2500

Maharashtra, India

CIN = U723C0KA2005PT004B039



- 3. Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.);
- You are not being subject to any obligation, whether under a
 contract of employment or otherwise, which would in any way
 restrict your ability to undertake or perform your duties with
 respect to financial services, such as with Northern;
- 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, nonhire agreements, and other restrictive contracts you may have entered into with former employers.
- Achieving and maintaining an acceptable standard for compliance purposes;
- Written acceptance of this letter of Intent.

Working Hours &

Leave

Your working hours and annual Leave shall be as per Northern policy. and is detailed in the 'Statement of Terms of Employment' and 'Northern Trust India Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours. a week. Please note that your login time may vary according to business. needs, including modifications during daylight sayings time. 40hour work week does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject. to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease. in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.



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Maharashtra, India.

CIN U72300KA2005PTC048089

Survey No 73/2/1, Planedly

Main - (91)20) 48538100



Salary Break on Annexure

Name: KALPITA CHAKRABORTY

Date: 19-March-2022

Salary Component	Amount
Basic	₹112,000
House Rent Allowance	₹ 44,800
Flexible Cash Component	₹ 123,200
Total Fixed Pay (TFP)	₹ 280,000
Retirals	
Employer's contribution to PF	₹21,600
Gratuity	₹5,387
Sub Total	₹ 26,987
Annual Fixed Pay (TFP + Retirals)	₹ 346,987
Monthly Gross	₹ 23,333

Northern Operating Services Private Limited

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My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

Date: Will be Confirmed by HR as appropriate date approaches.



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Main - +91(20) 48538200



Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern Operating Services Private Limited will be considered to have been successfully
	completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 prior to termination of the appointment.



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Pure -411 014, Mais - +91 (80) 4017 8500

GIN - U72300KA2005PFC048089



Date: 09-March-2022

Letter of Intent

Dear MANISHA FS.

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

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Bangalore, 500 303, CON Waarad Pune – 411 014, Natio + 90 (80) 4017 6506

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- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.);
- You are not being subject to any obligation, whether under a
 contract of employment or otherwise, which would in any way
 restrict your ability to undertake or perform your duties with
 respect to financial services, such as with Northern;
- Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, nonhire agreements, and other restrictive contracts you may have entered into with former employers.

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- Achieving and maintaining an acceptable standard for compliance purposes;
- Written acceptance of this letter of Intent.

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entitlement to paid holiday and shift allowance may increase or decrease in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as

Working Hours & Leave



per the provisions in the law.

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Survey No 72/2/1, Kharada,

Pune - 413 034, Mein -+91 (20) 4017 8500

Maharaslitra, India.

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Maix - -91/20) 48938200



Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern Operating Services Private Limited will be considered to have been successfully
	completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 prior to termination of the appointment



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Tower A, 15" to 16" floor,

SE2 Units

EGM Free Zone-II,

Northern Operating Services Pat. Ltd.

Survey No.72/2/1, Kharadi,

Pune - 411 014, Man - +91 (80: 4017 8500)

CM = U723000A2005PTC048069

Meherashtra, Indle.

Main - #91(20) 48538230



Salary Break up Annexure

Name: MANISHA FS Date: 09-March-2022

Salary Component	Amonst	
Basic	₹ 112,000	
House Rent Allowance	₹ 44.800	
Flexible Cash Component	₹ 123,200	
Total Fixed Pay (TFP)	₹ 280,000	
Retirals		
Employer's contribution to PF	₹21,600	
Gratuity	₹5,387	
Sub Total	₹ 26,987	
Annual Fixed Pay (TFP + Retirals)	₹ 306,987	
Monthly Gross	₹23,333	

Northern Operating Services Private Limited

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My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

Date: Will be Confirmed by HR as appropriate date approaches.



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Sarjapur Outer filing Road

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Northern Operating Services Pvt. ktd.

Tower A, 13" to 16" Floor,

EON Free Zone- II.

EDM Klasradi Infrastructuse Pvt. Ud. – 702, Kannataka, Indla. Bangalore, 560 103,

Pune — 411 014, Mark - +91 (80) 4017 6500 Maherashea, India.

Main - 491(20) 48538200



ON - U72300KA2005PTC048049

Date: 09-March-2022

Survey No 72/2/1, Klyaradi,

Letter of Intent

Dear JAISHREE B,

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

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Northern Operating Services Pvt. Ctd. 2rd Floor RMS Geosphice, Campus 1C,

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Pune -- 411 014, Major 191 (80) 4017 6500

Meharas tire, India.

CIN - U72303KA2005#10048089

Main - +91(20) 48538200



- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.);
- You are not being subject to any obligation, whether under a
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- Achieving and maintaining an acceptable standard for compliance purposes;
- Written acceptance of this letter of Intent.

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Working Hours & Leave

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Bangalore, 960 103,

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Pane - \$13 034, Main- +91 (80) +017 8500

Walterashtia, liider.

CIN - U723004A2005#T0048089

Main 991(20) 44538200



Salary Break up Annexure

Name: PRATHIBA D Date: 09-March-2022

Salary Companent	Amount
Basic	₹ 112,000
House Rent Allowance	₹ 44,800
Flexible Cash Component	₹ 123,200
Total Fixed Pay (TPP)	₹ 280,000
Retirals	
Employer's contribution to PF	₹ 21,600
Gratuity	₹ 5,387
Sub Total	₹ 26,987
Annual Fixed Pay (TFP+ Retirals)	₹ 306,987
Monthly Grass	₹ 23,333

Northern Operating Services Private Limited

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My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

Name & Email Address: PRATHIBA D, kavyashreeraghav@gmail.com Start

Date: Will be Confirmed by HR as appropriate date approaches.



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Sorjaper Ower Ring Road

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Mohorashitra, India. Mein - +91(20) 48536200



Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern Operating Services Private Limited will be considered to have been successfully
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Sanjapur Outer Ring Boad

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Pene - 411 014, (dain : +91 (80) 4017 3500

CIN - U72306KA2005PT0048009

Main - +91(20) 48538200



Date: 09-March-2022

Letter of Intent

Dear PRATHUBA D.

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

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Date Of Joining	Will be Confirmed by HR as appropriate date approaches.	
Salary	Your Annual Fixed Pay will be ₹ 306,987 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure	
Retirals	You will be entitled to participate in the Northern Provident Fund an Granuity Scheme as per statutory requirements.	
Benefils	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: Northern provides transport to all its employees of a transportation allowance under the Transport Opt out Scheme Private Health Insurance for self, spouse, children and either of parents or parents in law; Accident insurance and Life assurance	
Çonditional Offer	Your appointment as "Analyst I" with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining Northern; falling to do so may amount to Northern taking corrective action which could lead to you being terminated from Northern 2. Background checks on your scademic and professional qualifications, current residential address, experience, and any criminal records;	



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Monthern Operating Services Pvt. Up 2° Floor, WM2 Ecospace, Campus 10.

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EON Kharaiji infrastructju g Pyl, Lid. - SEZ, Karnakara, india

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Pune - 411 014, Main - +91 (80) 4017 8508

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SSZ Unit:

Northern Operating Services Pvt. Ltd.

Survey No.72/2/1, Rharadi,

Tower A, 33" to 16" Floor,

Main + +91(20) 48538200

EOminee Zone-1.



- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration) laws, foreign nationals must have appropriate employment visas. before their employment commences.);
- You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way. restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern;
- Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, nonhire agreements, and other restrictive contracts you may have entered into with former employers.

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

- Achieving and maintaining an acceptable standard for compliance purposes;
- Written acceptance of this letter of Intent.

'Northern Trust India Emptoyee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours. a week. Please note that your login time may vary according to business. needs, including modifications during daylight savings time. The 40hour work week does not include an additional one-hour lunch break. to which employees are endfied each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject. to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance. which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease. in the event that your pattern of work is altered. Employees may be

required to work overtime. In such a case they will be compensated as

Working Hours & Leave



per the provisions in the law.

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SEZ Unit:

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Survey No. 72/2/1, Khasadi,

Pune - 411 014, Main - 491 (80) 4017 3500

Malvaroshtva, India.

EM - U7230CKA7005PTC048089

r4ah - +91(20) 495 58200



Salary Break up Annexure

Name: PRATHIBA D Date: 09-March-2022

Salary Component	Amount
Basic	₹ 112,600
House Rent Allowance	₹ 44,800
Flexible Cash Component	₹ 123,200
Total Fixed Pay (TFP)	₹ 280,000
Retirals	
Employer's contribution to PF	₹21,600
Gratuity	₹ 5,387
Sub Total	₹26,987
Annual Fixed Pay (TFP + Retirals)	₹ 306,987
Monthly Gross	₹23,333

Northern Operating Services Private Limited

Note: This is a System Generated Document and does not require physical signature.

This document contains confidential information. If you are not the intended recipient, you are not authorized to use or disclose it in any form. If you have received this in error, please destroy it along with any copies and notify the sender immediately.

My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms. of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

Name & Email Address: PRATHIBA D, kavyashreeraghav@gmail.com Start

Date: Will be Confirmed by HR as appropriate date approaches.



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Horihern Operating Services Evil Ltd. 2* Floor, RMZ Ecospace, Campus 10.

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Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern Operating Services Private Limited will be considered to have been successfully
	completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 prior to termination of the appointment



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Tower A, 15° to 10° floor. 20N Free Zone: II,

SEZ Unit.

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CIN - UT2300KAZ066P16048689

Main - 491(20) 48538200



Date: 09-March-2022

Letter of Intent

Dear Keerthans N.

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

Date Of Joining	Will be Confirmed by HR as appropriate date approaches.	
Salary	Your Annual Fixed Pay will be ₹ 346,987 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Atmexure	
Retirals	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.	
Benefits	 You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme Private Health Insurance for self, spouse, children and either of parents or parents in law; Accident insurance and Life assurance 	
Conditional Offer	Your appointment as "Analyst 1" with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining Northern; failing to do so may amount to Northern taking corrective action which could lead to you being terminated from Northern 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;	





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- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.);
- You are not being subject to any obligation, whether under a
 contract of employment or otherwise, which would in any way
 restrict your ability to undertake or perform your duties with
 respect to financial services, such as with Northern;
- 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, nonhire agreements, and other restrictive contracts you may have entered into with former employers.
- Achieving and maintaining an acceptable standard for compliance purposes;
- Written acceptance of this letter of Intent,

Working Hours &

Leave

Your working hours and annual Leave shall be as per Northern policy. and is detailed in the 'Statement of Terms of Employment' and 'Northern Trust India Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours. a week. Please note that your login time may vary according to business. needs, including modifications during daylight savings time. 40hour work week does not include an additional one-hour lunch break. to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject. to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease. in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.





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Northern Operating Services Pvt. Ltd. 2⁵⁴ Floor, PMA2 Ecospece, Campus 10,

Sarjapur Outer Ring Road

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Bangalore, 560 103, Puno - 413 014, Map. +91 (80) 4017 \$500 CIN U773000A2005PTC048089

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Salary Break up Anneture

Name: Keerthans N Date: 09-March-2022

Salary Component	Amount
Basic	₹112,000
House Rent Allowance	₹ 44,800
Flexible Cash Component	₹ 123,200
Total Fixed Pay (TFP)	₹ 280,000
Retirals	
Employer's contribution to PF	₹21,600
Gratuity	₹5,387
Sub Total	₹ 26,987
Annual Fixed Pay (IFP + Retirals)	₹ 306,987
Monthly Gross	₹ 23,333

Northern Operating Services Private Limited

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My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

Name & Email Address: Keerthana N, kavyashreeraghav@gmail.com Start Date: Will be Confirmed by HR as appropriate date approaches.





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Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern Operating Services Private Limited will be considered to have been successfully
	completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 prior to termination of the appointment.





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Serpapur Guter Ring Road Bangalore, 560 103,

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Northern Operating Services Pvt. Ltd.



CIN U723008A2DOSPTC048093

Date: 09-March-2022

Survey No. 72/2/1, Klimiz (Sc.

Letter of Intent

Dear Devika B,

Further to your job application and subsequent interview with our recruitment panel, we are delighted to offer you employment with Northern Operating Services Private Limited ("Northern") as "Analyst 1", in our Bangatore office. The duties and responsibilities of the position are as outlined in your meeting with the interview panel. This letter of intent is a mutual agreement between Northern and you for employment at Northern. Brief details of your employment terms are outlined below. A detailed offer letter will be sent to you closer to your joining date.

· ·	
Date Of Joining	Will be Confirmed by HR as appropriate date approaches.
Salary	Your Amual Fixed Pay will be ₹ 306,987 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure
Retirals	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	 You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme Private Health Insurance for self, spouse, children and either of parents or parents in law; Accident insurance and Life assurance
Conditional Offer	Your appointment as "Analyst I" with Northern is conditional upon: 1. You submitting your convocation/graduation certificate and/or course completion certification along with all semester mark sheets within six months from the date of joining Northern; failing to do so may amount to Northern taking corrective action which could lead to you being terminated from Northern 2. Background checks on your academic and professional qualifications, current residential address, experience, and any criminal records;



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- Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration) laws, foreign nationals must have appropriate employment visas before their employment commences.);
- You are not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with respect to financial services, such as with Northern;
- Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, nonhire agreements, and other restrictive contracts you may have entered into with former employers.
- Achieving and maintaining an acceptable standard for compliance purposes;
- Written acceptance of this letter of latent.

Working Hours &

Leave

Your working hours and annual Leave shall be as per Northern policy and is detailed in the 'Statement of Terms of Employment' and 'Northern Trust India Employee Handbook'. Your actual working hours will be advised by your manager and will not ordinarily exceed 40 hours. a week. Please note that your login time may vary according to business. needs, including modifications during daylight savings time. 40hour work weak does not include an additional one-hour lunch break to which employees are entitled each workday. You may be required to work a shift pattern 5 days a week. In working a shift pattern you may also be required to work a night shift. Your hours of work may be subject to variation, depending on the schedule operated by your department which you will be notified of, from time to time, in writing. Subject to the shift pattern you work, you may be eligible for a shift allowance which you will be notified about as well. You should note that your entitlement to paid holiday and shift allowance may increase or decrease. in the event that your pattern of work is altered. Employees may be required to work overtime. In such a case they will be compensated as per the provisions in the law.



Regd Off.

Northern Operating Services Pvt. Ltd. 2⁴⁴ Floor, RMZ Dopquase, Campus 1C,

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Moharishtra, India.

C#N -- U72300KA2005PTC048089

Mau +91(20) 48538200



Salasy Break up Annexure

Name: Devika B

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Date: 09-March-2022

Salary Component	Amount	
Besic	₹ 112,000	
House Rent Allowance	₹ 44,800	
Flexible Cash Component	₹ 123,200	
Total Fixed Pay (TFP)	₹ 280,000	
Retirats	•	
Employer's contribution to PF	₹ 21,600	
Gratnity	₹ 5,3%7	
Sub Total	₹ 26,987	
Annual Fixed Pay (TFP + Retirals)	¢ 306,987	
Monthly Gross	F 23,333	

Northern Operating Services Private Limited

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My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms of my employment or, where applicable, changes to the terms of my employment which take effect at the date of this Agreement.

Name & Bmail Address: Devika B, kavyashreeraghav@gmail.com Start Date: Will be Confirmed by HR as appropriate date approaches.



Regd ()N;

Northean Operating Services Pv., Ltd. 2rd (Noot, MAS Ecospece, Compas 10.

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Hortham Operating Semices Pet. 11d. Fower A, 13th to 16th Floor,

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Bangelore, 540 100, COM Rhanadi minastructure Pet. Ltd. – 502, Ramatska, Andia.

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Pune: 411 014, Majo - 191 (80) 4017 8503

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Main - 191(20) 4853B200



Probation & Notice Periods	The first six months of your employment will be probationary, Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern Operating Services Private Limited will be considered to have been successfully
	completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice emittement will be one week, to be given by either party, prior to termination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 prior to termination of the appointment



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Sarjapov Owler Ring Road

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Northern Operating Services Byt. Vid., Tower A, 10° to 16° floor,

EON Free Zone-II,

Bangalore, 560 103, EOM Kharac

EON Kharadi Infrastructure Pvt. Ltd. – SEZ, Kamataka, India

Survey No.95/8/1, Kharada,

Date: 09-March-2022

Pune - 413 014, Waln - +91 (80) 4017 8300 CM - U72 305XA2005970040359

+91 (80) 4017 8300 Muhar ashisa, hulla,



Marin - 193 (20) 48538200

Letter of Intent

Dear Chaithra GR,

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

Date Of Joining	Will be Confirmed by HR as appropriate date approaches.
Salary	Your Annual Fixed Pay will be ₹ 306,987 payable monthly in arrears. This will be credited to your bank account on the last working day of each month. The salary break-up is detailed in Annexure
Retirals	You will be entitled to participate in the Northern Provident Fund and Gratuity Scheme as per statutory requirements.
Benefits	You will be entitled to the following discretionary benefits, which may be varied or removed by Northern at any time: Northern provides transport to all its employees or a transportation allowance under the Transport Opt out Scheme Private Health Insurance for self, spouse, children and either of parents or parents in law; Accident insurance and Life assurance
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Northern Operating Services Par. etc. 2rd Phon. RMZ Ecospace, Campus 1C.

Sarjapor Outer Rang Road

Barrastore, 560 100k.

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Main - 491(20' 4853\$200

Tower A, 13th to 15th Floor,

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- 3. Receipt of written references;
- Your eligibility to work in India. (Under Indian immigration laws, foreign nationals must have appropriate employment visas before their employment commences.);
- You are not being subject to any obligation, whether under a
 contract of employment or otherwise, which would in any way
 restrict your ability to undertake or perform your duties with
 respect to financial services, such as with Northern;
- 6. Your providing to Northern copies of all restrictive covenants, including but not limited to non-competition agreements, confidentiality agreements, non-solicitation agreements, nonhire agreements, and other restrictive contracts you may have entered into with former employers.

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- Written acceptance of this letter of Intent.

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Working Hours & Leave



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Morthern Operating Services P.4. Ltd. 2nd Floor, RM/2 Ecospoor, Compus 1C.

Serjapur Outer Ning Road

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Sangelore, 540 103,

EQNI Characte Infrostructure Pvt. Ltd. - SEZ, Karnataka, India.

Survey No.77/2/1, Kharagh,

Pune 451 Ct4, Main - F91 (00) 4017 9500

Mathrzoshira, India.

CN U713000A2005P10048002

1486 - 491(20) 49538200



Probation & Notice Periods	The first six months of your employment will be probationary. Northern reserves the right to extend this period, if appropriate, in all the circumstances. Your probationary period with Northern Operating Services Private Limited will be considered to have been successfully
	completed after of six months or you will be advised in writing, if the Company decides to extend your probationary period. During your probationary period, initially of six months or any extended length of time, your notice entitlement will be one week, to be given by either party, prior to learnination of the appointment. Upon successful completion of probation, you are obliged to give to Northern, or Northern is obliged to give you, notice of 60 prior to termination of the appointment.



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Serjagus Outer Rang Road

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Survey No.72/2/1. Khorody,

Northern Operating Services Pol. Ltd.

CHN - U72300MA2005PTC048089

Bangalore, 560 160,

Mpm +91(20) 49538200

SEZ Unito



Salary Break up Annexure

Name: Chaithra GR Date: 09-March-2022

Salary Component	Amount
Basic	₹ 112,000
House Rent Allowance	₹ 44,800
Flexible Cash Component	₹ 123,200
Total Fixed Pay (TFP)	₹ 280,000
Retirals	
Employer's contribution to PF	₹21,600
Gratuity	₹ 5,387
Sab Total	₹ 26,987
Annual Fixed Pay (TFP + Retirals)	₹ 306,987
Monthly Gross	₹ 23,333

Northern Operating Services Private Limited

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My signature below or my electronic acknowledgment indicates my agreement to the above terms. I hereby acknowledge that I have read, understood, accept, and agree to the above terms. of my employment or, where applicable, changes to the terms of my employment which take offect at the date of this Agreement.

Name & Email Address: Chaithra GR, kavyashreeraghav@gmail.com Start Date: Will be Confirmed by HR as appropriate date approaches.





675, 9th Main Road (Opp to HDFC Bank) Sector 7, HSR Layout Bangakuru - 560068

QL No: AM3595 · · ·	Date : 15 July 2023
Doar Pallevi R ,	
Our hiring team was positively exched to get to know y offer you a position with ACADEMOR as an Academi office on 12 September 2023.	
We believe you will be an excellent addition to our lean you enboard	o and are very rapply looking forward to baving
The following confirms our arrangements regarding your	employment with ACADEMOR:
Date of Joining : 12 September 2023	
Training Period : 12 September 2023 to 21 September :	2023 - (Unpaid)
On the Job Training Start Date: 22 September 2623	
On the Job Training End Date: 21 March 2024	
Location of Training: Bangalore	·
Stipead: INR 15000 Per Month	
Incentives : INR 10000	
Tatget: 200000 INR per month.	
You will be eligible for a Pre - Placement Offer of 4	to 6.5 LPA after completion of On the Job Trainin
Period.	
I have read and understood the terms and conditions are	d I accept this offer, as set forth above, with Academo
and will report on 12 September 2623.	
SIGNATURE:	DATE:
AICINATURE:	DAIE:

ly@academor.com +918310181740

(Candidate's Signature)



Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with the care
 and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra ofter your logaut period)
- At any time if you wish to discontinue the training due to personal reasons a you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- I month of notice period. In case, you won't be able to serve the
 notice period you would be required to pay a compensation equal to I month stipend and you can be
 relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor
- The stipend cycle will start along with your Off.

ricase indicate your acceptance of this other by signing below.
We as Academor extend a warm welcome to you and look forward to a mutually beneficia, expensive.

SIGNATURE:	DATE:
(Candidate's Signarure)	



ANNEXURE

SI. No	Partic ulors	
1.	Professional / Educational Certificates and Mark Sheele towards.	
Į	 10th standard or equivalent examination. 	
ľ	 12th standard or equivalent 	
	Graduation	
į	Post-graduation / Dectorate	
	Other relevant educational or sidil certifications	
2	Any one original cartificate (10"Y12" or Degree Consolidated) for employment documentation.	
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS	
4.	PAN Card, Voter ID or Driving Licence Scanned Copy	
5.	Bank Account Details. Bank Name, Your Name as per Bank records, Account Number, IFSC Code.	
6.	Mandalory fully covid vaccinated report	

Please bring one original document either education certificates I mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/PAN Card) for verification.

SIGNATURE	DATE:
(Candidate's Signature)	





675, 9th Main Road (Opp to HDFC Bank) Sector 7, HSR Layout Bengaluru - 560068

OL No: AM3574 . Date : 15 July 2023

Dear Sowmya M.

`)

Our biring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Counsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onloand.

The following confirms our an angements regarding your employment with ACADEMOR;

Date of Joining : 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2014

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives . INR 10000

Target: 200800 TNR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this otier, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	

hr@academor.com +918310181740



Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care
 and diligence, and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logoul period)
- At any time if you wish to discontinue the training due to personal reasons, you will have to follow the company's resignation procedures
 - Resignation procedure includes:- I month of notice period. In case, you won't be able to serve the
 notice period you would be required to pay a compensation equal to I month stipend and you can be
 relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.		
We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.		
SIGNATURE(Candidate's Signature)	DATE:	

ht@academot.com +918310191740

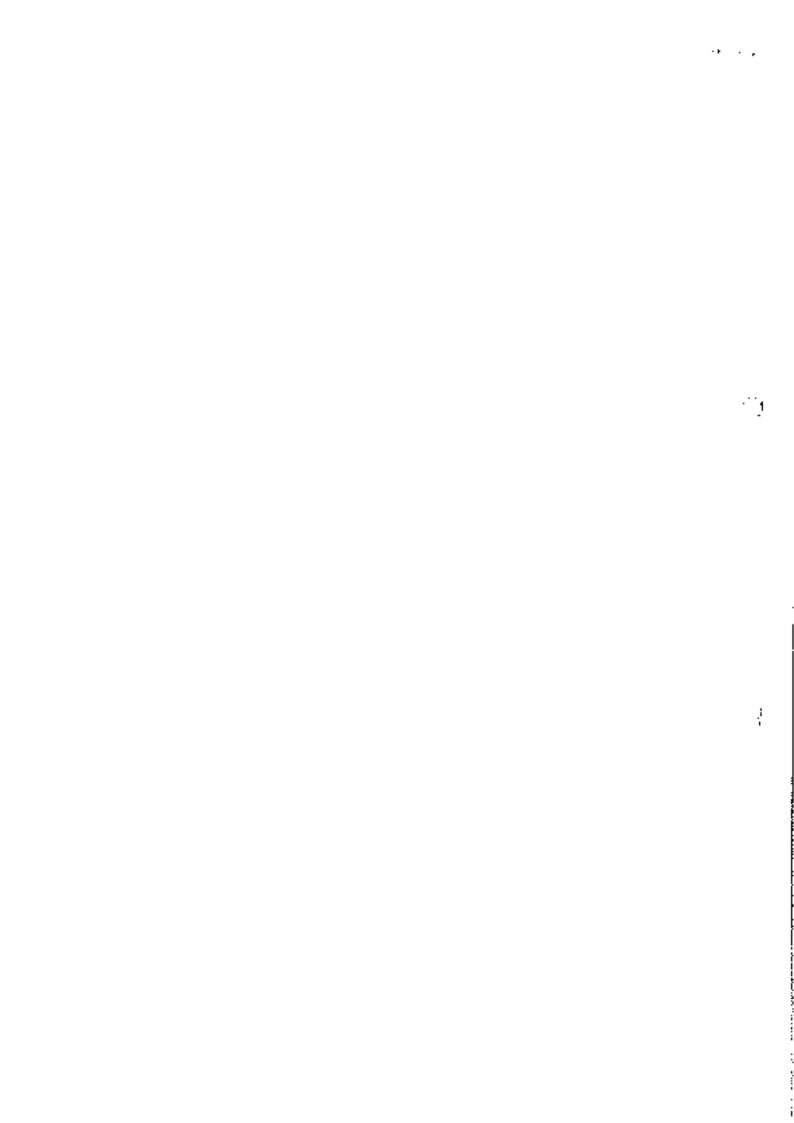


ANNEXURE

SI. Ho	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards:
	10th standard or equivalent examination,
	12th standard or equivalent
	Gredustion
i	Post-graduation / Oodlorate
	Other relevant educational or skill certifications
2.	Any one original certificate (10°/12° or Degree Consolidated) for employmentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card. Voter ID or Driving License Scanned Copy.
5.	Bank Account Details, Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccineted report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government Issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:	DATE:
(Candidate's Signature)	





675, 9th Main Road (Opp to HDFC Bank) Sector 7, HSR Layout Bengalutur - 560066

OL No: ANI3574

Onte : 15 July 2023

Dear Sheema

One hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Connection and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you anboard.

The following continue our strongements regarding your employment with ACADEMOR:

Date of Juining: 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Umpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Dater 21 March 2024

Stipend: INR 15000 Per Month

Incentives : INR 10008

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and with report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	DALE;



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Training Policy

- Acceptance of this offer shows that you up ce and me ready to perform the given responsibilities with the care
 and diligence; and in compliance with the transpersent stores.
- The acceptance of this offer also shows your entinesham to work on a 9 hour shift from 11 am to spin (including breaks). You will be entitled to one day weekly off. (Depending on shandons we might ask you to stay for sometime extra after year lagons period).
- * At my since if you wish to discominate the paining due to personal reasons, you will have to fail) the compact's resignation procedures.
 - Resignation procedure includes:- I manth of notice period, in case, you won't be able to serve the
 notice period you would be required to pay a compensation equal to 1 specific attiperal met you can be
 relieved from the company.

All your information will be safe and confidential with Academics Shallarly, all the information acquired

- during the course of your employment shall remain confidential and you shall reflect from using it for your town purpose or from disclosing it to may third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically street information.
- and documents including electronically street information.

 You will have to cooperate with and follow all policies and practices of Academar for host years and
- Post successful completion of the Training tenure, you will be proue to exciting pre-placement offers (completeness).
 Academoc.
- The stipend cycle will stan along with your OIT.

Academor's development.

Please indicate your assoptance of this offer by signing below.

We at Academics extend a warm welcome to you and look forward to a multifully beneficial experience,

SIGNATURE:	DATE:
(Candidatele Simustom)	

1689ecettemor.com +918310181740



675, Oth Main Bood (Opp to HDFC Bank) Sector 7, HSR Layout Brangalum - 500068

OL Net AM3574

Date: IS July 2023

Dear Chaithanya

Our biring team was positively excited to get to know you over the interview call, it is our pleasure to offer you a position with ACADEMOR as an Academic Connsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period: 12 September 2013 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 Morch 2024

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives; INR 10000

Target: 200000 INR per month,

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training. Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	<u> </u>



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Training Putter

- Acceptance of this offer shows that you upose making sendy to perform the place responsibilities with the conand elligence; and in complete with the management norms.
- The acceptance of this offer also shown your entiretism as work on a 9 hour shift from 11 and to show Guehading (weaks). You will be entitled to one day weekly off; (Depending on situations we might ask you to may for sometime extra ofter your logous period).
- * At any time if you wish to discontinue the paining the to personal reasons , you will have to to be the company's resignation procedures.
 - Resignation procedure includes: I month of natice parties, in case, you want be able to serve the
 notice period you would be required to pay a compensation equal to 1 month stipped and you can be
 refleved from the company.
- All your information will be safe and confidential with Academics. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refinin from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor Ru (and yours and
- Post successful completion of the Training tenure, you will be proze to exciting pre-placement offers from Academar.
- The stipend cycle will start along with your O.D.

Academor's development.

Pierue indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a angually beneficial experience.

SIGNATURE:	DATE
(Candidate's Signature)	

Iя@academα;som +91.8310181740



OL No: A813574

Date: 15 July 2023

Dear Preethika R

Our hiring team was pasitively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Consector and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our ravangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period: 12 September 2023 to 24 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 Diarch 2024

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives: INR 10000

Target: 200000 INR per morals.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

Tiple of National States

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Condidate's Signature)	



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Timining Policy

- Acceptance of this offer shows that you upice and me reply to perform the piven responsibilities with the care
 and diffigence; and in compliance with the purposent mones.
- The neceptance of this offer also shows your enhashman to work on a 9 hour shift from 11 and to show (including treats). You will be entitled to one day weekly off, (Depending on shouldons we might ask you a stay for sometime extra ofter your legion period).
- At any time if you wish to discurrence the making due to personal peasure, you will have to be put the company's resignation procedures.
 - Resignation procedure includers: I munth of quites period to case, you won't be able to serve the
 notice period you would be required to pay a compensation equal to 1 month objected and you can be
 relieved from the company.
- All your information will be safe and confidential with Aendemar. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refinin from using it for your own purpose or from disclosing it to my third pany.
- Upon conclusion of your croplayment, you will tamed andy return att of its property, equipment and documents including electronically stored information.
- You will have to ecoperate with and follow all policies and practices of Academor for both yours are
- Post successful completion of the Tenining lenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Academor's development.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a worm welcome to you and look forward to a nutrially beneficial experience,

SIGNATURE:	DATE:
(Candidate's Signature)	



OL No: AM3574

Date: (\$ July 2021

Dear Meghana G

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as no Academic Counseller and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2823

On the Job Training End Date: 24 htarch 2024

Location of Training: Resemblers

Location of Training: Bangalore

Slipend: INR 15000 Per Month

Incentives: INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	DATE:



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Training Policy

- Acceptance of this after glossy that you agree out no ready to perform the given aspendibilities with the case and diligence; and to congillance with the miningeneral rappet.
- The occapionee of this offer also shows your enfousiesm to work on a 9 hour shift fixer. If our to tipe (including breaks). You will be entitled to one day workly off. (Depending on signations we might ask you to stay for sometime extra ofter your logout period).
- At any time if you wish to discontinue the training due to personal rensous, you will have to h = >e the company's resignation procedures.
 - Resignation procedure includes:- I month of notice period. In case, yets won't he able to serve the
 notice period you would be required to pay a compensation equal to 1 apoint stipend and you can be
 refleved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired
 during the course of your employment shall remain confidential and you shall religion from using it for your
 own purpose or from disclosing it to any third party.
- * Upon conclusion of your employment, you will immediately return all of its properly, equipment and documents including electronically stored information.
- and documents including electronically stored information.

 * You will have to cooperate with and follow all policies and practices of Aundemor for both years and
- Post successful completion of the Trability tenure, you will be proud to exciting pro-placement offers from Academor.
- The stipend cyale will start along with your O/T.

Academor's development.

Please indicate your acceptance of dids offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:	DATE:
(Candidate's Signature)	

#@scademor.com +918310181740



Ob No: AM3574

•)

Oate: 15 July 2023

Dear Swarns Jyothi U

Our hiring tense was positively excited to get to know you over the interview call, it is our pleasure to offer you a position with ACADEMOR as an Academic Connection and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you outboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2624 -

Location of Training: Bangalore

Stipend: INR 15000 Per Month

leceptives : INR 10000

Target: 200000 INR per month,

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Condidate's Signature)	

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Training Policy

- Acceptance of this offer shows that you appeared and acceptal to perform the pivent responsibilities with the range and difference; and in compliance with the management purpos.
- The acceptance of this office also shows your culturations to work on a 9 hour shift from 11 am to 3pm (including breaks). You will be emitted to one day weekly off. (Describing on singulous we might ask you to stay for sometime extra other your logout period).
- At any time if you wish in discouniting the running that to personal reasons, you will have to follow be company's resignation procedures.
 - Resignation procedure includes: I month of notice period in case, you wan't be table to serve the
 notice period you would be required to pay a enuperantion equal to 1 month adjusted and you can be
 refleved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired
 during the course of your employment shall remain confidential and your shall coincide from using it for your
 over purpose or from disclosing it to any third pany.
- Upon conclusion of your employment, you will an modulately return all of its property, equipment and documents lackables electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for high yours test.
 Academor's development.
- Post successful completion of the Training tenant, you will be prove to exclining pre-placement offers from Academor.
- The stipend cycle will start along with your QJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually boneficial experience.

SIGNATURE:	DATE:
(Candidate's Signature)	

hr@soudemor.com +918310191740

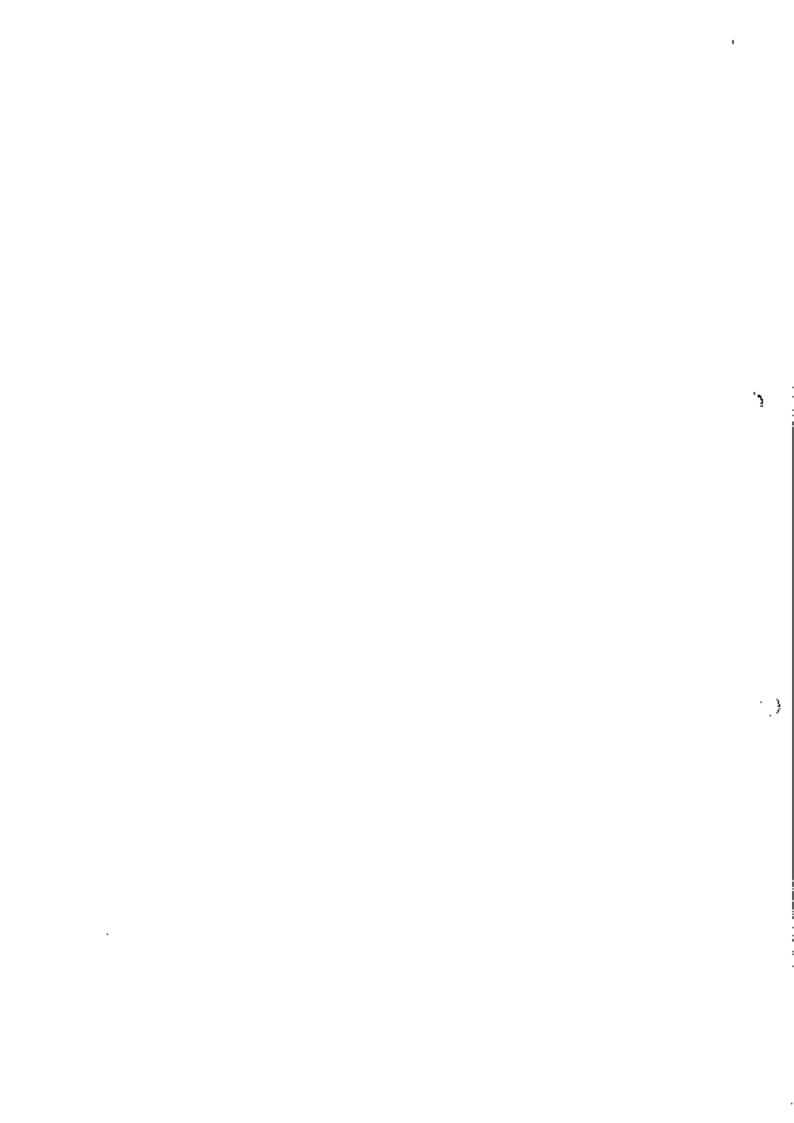


ANNEXURE

SI. No	Particulara	
1.	Professional / Educational Certificates and Mark Sheets towards:	
ļ	 10th standard or equivalent examination. 	
	12th standard or equivalent	
	Graduption	
ŀ	Post-graduation / Doctorate	
	Other relevant educational or skill certifications	
2.	Any one original certificate (10°V12° or Degree Consolidated) for employmen documentation.	
5.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS	
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.	
5.	Bank Account Deteils: Bank Name, Your Name as per Bank records, Account reumber, IFSC Code.	
	Mandatory fully covid veccinated report	

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:	DATÉ:
(Candidate's Signature)	





OL No: AM3574

Date: 15 July 2023

Dear Mainatha RN

Our biring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as no Academic Counsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward in having you onloard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 27 September 2023

On the Job Training End Date: 21 March 2424

Location of Training: Bongalore

Stipend; INR 15000 Per Month

Incentives : INR 10000

Target: 200000 INR per month,

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on \$2 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	



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Training Policy

- Acceptance of this offer shows that you up evand are ready to perform the given responsibilities with the comand difference; and to compliance with the namegement mans.
- The acceptance of this offer also shows your culturalism to work on a 9 hour stiff from 11 aim to figure (including breaks). You will be entitled to one day weekly off. (Depending on situations we talget ask you in stay for sometime extra offer your loggest period).
- * At any time if you wish to discondance the todaing due to personal reasons , you will have to full) the company's resignation procedures.
 - Resignation procedure inchedes: I menth of notice period, to case, you won't be able to serve the
 notice period you would be required to may a compensation equal to 1 menth adjusted and you can be
 relieved from the company.
- All your information will be safe and confidential with Academer. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your from purpose or from disclosing it to may third party.
- Upon conclusion of your employment, you will immediately return all of its property, aquipment and documents including electronically stored information.
- You will have to cooperate with and follow all pulloles and practices of Academor for both yasps and Academor's development.
- Post successful completion of the Training tentire, you will be prose to exciting pre-placement offers from Academer.
- The stipend cycle will start plong with your OJT.

Please indience your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a matually beneficial experience.

SIGNATURE:	DATE:
(Candidate's Signature)	

W@ecademor.com +918310181740



OL No: AM3574

Date: 15 July 2023

Dear Lulitha Rebiya S

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Connection and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms one arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Happaid)

On the Job Training Start Date: 72 September 2023

On the Job Training End Date: 21 March 2024 11 11

Location of Training: Bougatore

Superid: INR 15000 Per Month

Incentives: INR 10000

Target: 200000 INR per month.

You will be eligible for a Pro - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on #2 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	



BASE Selfs Souther Record & Application of Child Straight Worker Williams

Theining Fatter

- Acceptance of this offer shows that you agree and are ready to perform the given as-quandidities with the conand difference; and in compiliance with the immunement mass.
- The acceptance of this offer also shows your entiredness to work on a 9-hour shift from 31 and to flam (lockeding breaks). You will be codded to must day woodby not, (Depending on elementous we indebt ask you to stay for sometime extra other your legant period).
- At any time if you wish to discontinue the unining due to personal reasons, you will have to to. We the company's resignation procedures.

All your information will be safe and confidential with Academor. Similarly, all the information nequired

- Resignation procedure includes: I month of notice period. In case, you won't be able to serve the
 notice period you would be required to jusy a compensation equal to 1 month append and you can be
 netlessed from the commony.
- during the course of year employment shall remain confidential and you shall refinin from using it for your own purpose or from disclosing it to any third party.

 Unon conclusion of your montaneous arms with inspection of a conclusion of protections and a conclusion of protections.
- Upon conclusion of your employment, you will immediately return all of its projectly, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Arademar for test yours and Academor's development.
- Post successful completion of the Tenning tenure, you will be prone to exciting pre-photomera offers from Academor.
- The supend cycle will start along with your OJT.

Presse indicate your neceptance of this offer by signing ballow.	
We at Academor extend a warm welcome to you and look forward to a multiplity beneficial experience	Ŀ.

SIGNATURE:	DATE:
(Condidate's Signature)	

f#69scsdemor.com +916310181740



OL No: AM3574

Date: 15 July 2023

Dear Vidhynvathi V Karnad

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Connsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you authors).

The following confirms our managements regarding your employment with AUADEMOR;

Date of Joining : 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Jub Training End Date: 21 March 2524

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10040

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Testning Period.

Table Mary

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	D/116

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Training Policy

- Acceptance of this offer shows that you ogter and me ready to perform the given responsibilities with the conditioner; and in compliance with the management murius.
- The acceptance of this offer also shows your enduations to work on a 9 loan shift from 11 nm to tipul
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- * At any time if you wish to discontinue the untuing due to personal reasons, you will have to to be the company's resignation procedures.

All your information will be safe and confidentled with Academor. Similarly, all the information required

- Resignation procedure includes: I mustbe of notice period, he case, you won't be able to serve the
 notice period you would be required to pay a compensation equal to 1 month stipped and you can be
 relieved from the company.
- during the course of your employment shall remain confidential and you shall rethain from using it for your own purpose or from disclosing it to any third perty.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- and documents including electronically stored information.

 You will have to desperate with and follow all policies and practices of Azademor for halfs your and
- Post successful completion of the Training tenure, you will be proce to exciting pre-placement offers from Academor.
- . The supend cycle will start along with your OJT,

Academor's development.

Please indicate your acceptance of this offer by standay below.
We at Academor extend a warm welcome to you and look forward to a multadity beneficial experience.

SIGNATURE:	DAT15:
(Candidate's Signature)	

tv@sasdemor.com +918910181740



OL No: AM3574

Date : 15 July 2013

Dear Israth Banu

Our hiring team was positively excited to get to know you over the interview call. R is our pleasure to offer you a position with ACADEMOII as an Academic Cosuseller and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our term and are very much looking forward to having, yeu outboard.

The following confirms our armagements regarding your employment with ACADEMOR;

Date of Joining : 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Umpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Jeh Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Caudidate's Signature)	D/G E

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Traditing Policy

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- The acceptance of this offer also shows your cultusiasm to work on a 9 hour shift from 11 am to 8pm (including breaks). You will be entitled to one day weekly off, (Depending on alternations we might ask you to stoy for sometime extra ofter your togota period).
- At any time if you wish to discontinue the training due to personal reasons, you will have to in the discompany's resignation procedures.
 - Resignation procedure includes:- I manufa of notice period. In case, you won't be able to serve the
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 referred from the company.
- All your information will be sufe und contidential with Academia, Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third pany.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored infurmation.
- You will have to cooperate with and follow all policies such practices of Academia for both years and
- Post successful completion of the Training toware, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OFF.

Academan's development.

(Candidate's Signature)



OL No: AM3574

Dute : 15 July 2023

Dear Lakshmi Soundarya S

Our biring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Connector and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Inceptives: INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Macament Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	DA12.



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- Averagence of this offer shows that you parce and are ready to perform the given responsibilities with the ear and diligence; test in compliance with the nonnecessation as.
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- At any time if you wish to discusping the holding due to persons, you will have to 6. In the
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 - Resignation procedure includes:- I munth of natice period, to ease, yet won't be able to serve the
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 reflected from the company.
- All your information will be safe and confidential with Aeratemar. Similarly, all the information apprical
 during the course of your employment shall remain confidential and you shall refude them using it to your
 own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return att of its property, equipment and documents including electronically stored information.
- and documents including electronically stored information.

 You will have to cooperate with and follow all politics and practices of Academur for both years and
- Post successful completion of the Training senure, you will be prope to exciting pre-placement offers from Academor.
- The silpend cycle will start along with your OJY.

Academor's development.

(Candidate's Signature)

Please indicate your acceptance of this offer by signing below.

SIGNATURE: DATE;

We at Academor extend a warm welcome to you and look forward to a mutually heneficial experience,

hv@scedemor.com +918310181740



G75,9th Main Rhad (Opp to HD) Sector 7, HSR Layout Resignition -

OL No: AM3574

Date : 15 July 2023

Dear SURYA S

Our tiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academie Catansollor and you will be reporting to the

We believe you will be an excellent addition to our team and are very much tooking forward to having you anhautd.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2423

Training Period : 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bangalore

Stipend: INR 18080 Per Month

Incernives : INR 10909
Target: 200000 INR per month.

You will be eligible for a Pro - Placement Offer of 4 to 6.5 LPA after completion of On the Job Trail

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Acade and will report on 12 September 2023.

SIGNATURE:	
(Candidate's Signature)	DATE:



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Typhiling Policy

- Acceptance of this offer shows that you space and we couly to perform the given responsibilities with due one and different and in contribute with the numerous ments.
- The acceptance of this offer also shows your embasism to work on a 9 mair shift from 11 am to 8pm (including breaks). You will be enabled to one day weekly off. (Depending on simplicits we might tak you to stay for sometime extra after your togoth period).
- * At any time if you wish to discontinue the training due to personal reasons, you will have to follow to company's resignation procedures.
 - Resignation procedure includes: I must of notice period, to case, you won't be take to serve the notice period you would be required to pay a compensation equal to I must halpend and you can be relieved from the company.
- All your information will be sufe and confidential with Academar. Shuttarly, all the information postured during the course of your employment shull require confidential and you shull retiain from using it for your own purpose or from disclosing it to may third pany.
- Upon conclusion of your employment, you will immediately return all of its property, explipment and documents including electronically suscal information.
- You will have to cooperate with and follow oil policies and practices of Academur for both yours and Academor's development.
- Post successful completion of the Training tenture, yest will be prope to exciting pre-placement offers figure
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- The stipend cycle will start along with your Off,

Please indicate your acceptance of this offer by signing below. We of Academor extend a warm welcome to you and look forward to a mutually beneficial experience.			
		al experience.	
SIGNATURE:	-	DATE:	

iv @euædemöv,çæn +91.8310181740

(Candidate's Signature)



OI, No: AM3574

Hate: 15 July 2023

Dear Navya R

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOIT as no Academic Counsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you ontward.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 24 hturch 2024

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 200000 TNR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Caudidate's Signature)	

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Tendering Policy

- Acceptance of this offer shows that you nates and are ready to perform the given responsibilities with due one and difference; and in compliance with the management manns.
- The acceptance of this offer also shows your enthusiasm to work on 6.9 hour shift from 11 pm to alpha (including breaks). You will be cutified to one day weekly off. (Depending on alterations we inight ask your or stay for sometime extra other your loggest period).
- * At any time if you wish to discontinue the including this to personal reasons, you will have to toll, it the company's resignation procedures.
 - Resignation procedure includes: 1 month of notice period. In case, you won't be able to serve the
 notice period you would be required to pay a componentian equal to 1 month stipped and you can be
 relieved from the company.
- All your information will be safe and confidential with Academar, Similarly, all the information acquired during the course of your employment shall remain confidential and your shall refining from using it for your own purpose or from disclosing it to my third party.
- Upon conclusion of your employment, you will immediately ruture all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be present to exclude pre-placement offers from Academor.
- The stipend cycle will start along with your O.T.

Please indicate your acceptance of this offer by signing below,

We at Academor extend a warm welcome to you and took forward to a purioully beneficial experience.

SIGNATURE:	DATE:
(Candidate's Signature)	

liv@ecedenion.com +91 9310181740



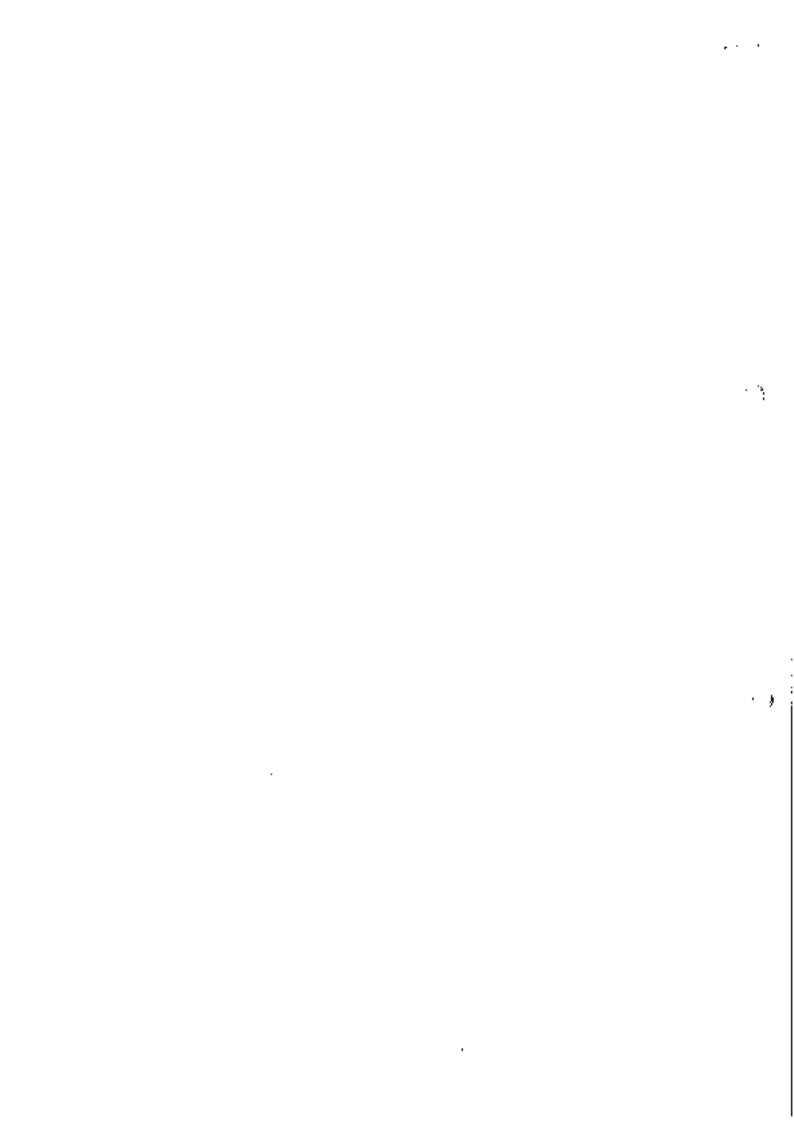
ANNEXURE

SI. No	Particulars
1,	Professional / Educational Certificates and Mark Sheets towards:
	 10th standard or equivalent examination.
	 12th standard or equivalent
	Graduation
	Post-graduation / Doctorate
	Other relevant educational or skill cardifications
2.	Any one original certificate (10 th /12 th or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card. Voter ID or Driving Licence Scanned Copy.
6.	Sank Account Delaits: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully could vaccinated report

Please bring one original document officer education confficutes / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:	DATE
(Candidate's Signature)	

hr@ecademor.com +91,8310181740





OL No: AM3574

Pate: 15 July 2023

Dear Pavithra M D

Our hiring team was positively excited to get in know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Coursellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our term and are very much looking forward to having you anboard.

The following confirms our arrangements regarding your employment with ACADEMOR;

Date of Joining: 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date; 22 September 2023

On the Jub Training End Date; 21 March 2924

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Joh Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on £2 September 2023.

SIONATURE:	DATE:
(Candidate's Stenature)	

Iw@academor.com +918310181740

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Training Policy

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- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 cun to 8pm (including breaks). You will be consided to one day weekly off. (Oeponding on shipulous we might out you to stay for sometime extra after your logout period).
- * At any time if you wish to discontinue the unusing due to personal reasons , you will have to toke of the company's resignation procedures.

All your information will be safe and confidential with Academor, Similarly, all the information acquired

- Resignation procedure includes:- I month of autice period. In case, you won't be able to serve the
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- during the course of your employment shall remain contidential and you shall religio from using it for your own purpose or from disclosing it to any third party.

 Upon conclusion of your employment, you will immediately some add of he appears a medianose.
- Upon conclusion of your employment, you will immediately return all of he property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academar for both yours made
- Post successful completion of the Training tenure, you will be prone to exclude pre-placement afters (man Academos.
- The stipend cycle will stant along with your O.T.

Academor's development.

Please indicate your acceptance of diss offer by signing below.

We at Academor extend a worm welcome to you and look forward to a mutually increficial experience.

SIGNATURE:	DATE:		_	
(Condidate's Signature)				

Jv@seademor.com +918310181740



OL No: AN13574

Date : 15 July 2023

Dear MEENAKSHI

Our lairing team was positively excited to get to know you over the laterview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Connection and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onlocard.

The following confirms our atrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Dote: 22 September 2023

On the Job Training End Date: 21 Morch 2024

Location of Training: Bangalore Stipend: ENR 15000 Per Month

Incentives : LNR 10000

Target: 260000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and with report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Stementure)	·

Iw@academor.com +918310181740



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- Acceptance of this offer shows that you agree and me ready to perform the place requirebillities with the maand diligence, and in compilance with the magnetium mans.
- * The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift firsti-11 and to spin (including breaks). You will be entitled to use day tweekly off, (Depending on Shintinus we might tak you to say for sometime extra other your logons period).
- * At any time if you wish to discontinue the uniting due to personal reasons , you will have to follow due company's resignation procedures.

· All your information will be sofe and confidential with Academus, Similarly, all the information acquired

- Resignment procedure includes:- I make of rarise period, in case, you want be able to serve denotice period you would be required to pay a compensation equal to 1 amount stiperal and you can be relieved from the company.
- during the course of your employment shall remain confidential and you shall retinin from using it for your own purpose or from disclosing it to any thin) purp.

 Upon conclusion of your employment, was will be remained to constant a first property.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electroalcully stared information.
- You will have to cooperate with and follow all policies and practices of Academor for both your and
- Post successful completion of the Training tenure, you will be proue to exciting pre-phasement offers from Academor.
- The stipend cycle will stan along with your OJY.

Academor's development,

Please indicate your acceptance of this offer by sign	ning below:
We at Academor extend a warm welcome to you as	d look forward to a materially beneficial experience.
SIGNATURE:	OATE:
(Candidate's Stormum)	

#@80ademor.com +916310181740



OL No: AM3574

Date : 15 July 2023

Dear Subbashini R.

Our fairing team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Connection and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bangatore

Supend: INR 15000 Per Month

Incentives : INR 10040

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period,

I have read and understood the terms and conditions and I accept this offer, as set forth shove, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	

hr@academor.com +918310181740



- G.Vi, Jih Main Romi (Opp to FDHA) Isad Sinder Z. (2001 I ayout Bengishtin - FARIO

Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given requireshiftles with due equand difference; and in compliance with the management narray.
- * The acceptance of this offer also shows your embasions to work on a 9 hour shift from 11 am to apply (including breaks). You will be entitled to one day weekly off. (Depending on shundons we might ask you to stay for sometime extenuitee your logout period).
- * At any time if you wish to discontinue the induling due to personal reasons, you will have to follow the company's resignation procedures.
 - Resignation procedure includes... I ment of notice period in case, you want be able to serve the
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- All your information will be safe and confidential with Academic. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall retrain from using it for your own purpose or from disclosing it to say third party.
- Upon conclusion of your employment, you with immediately return all of its property, equipment and decoments including electronically secret information.
- You will have to cooperate with and follow all policies and practices of Acutemor for both your and
- Post accounsful completion of the Training tenure, you will be prone to exciting pre-phicement offers from Academor.
- The slipend cycle will start along with your OST.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

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SIGNATURE:	DATS;

(Candidate's Signature)

Academor's development.

tr@scademor.com +919310181740



OL No: AM3574

Date : 15 July 2023

Dear Sushmitha T K.

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Counsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much tooking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Dase of Joining: 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date; 22 September 2023

On the Jub Training End Date; 21 March 2024
Location of Training Bangalone

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 204000 INR per monds.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Jab Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIONATURE:	DATE:
(Candidate's Stonement	DITTE.

mca.comebaca@nf +91 0310181740



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Training Paller

- Acceptance of this offer shows that you nace and use tendy to perform the given responsibilities with the case and diffiguree, and in compilance with the management notice.
- The acceptance of this offer also shows your epilorship to work on a V lastr shift from 11 and to him
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- * At any time if you wish in discontinue the hadning due to personal reasons , you will have to follow the company's resignation procedures.

All your information will be safe and confidential with Academus, Similarly, all the information acquired

- Resignation procedure includes: I menth of molec period to case, you won't be take to say's the
 notice period you would be required to pay a compensation equal to 1 manual stippend and you can be
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- thering, the course of your employment shall remain confidential and you shall religin from using it for your 6wn purpose or from disclosing it to any third party.

 Union conclusion of cour employment, you will immediately constant of a fire manager and any analysis.
- Open conclusion of your employment, you will immediately remarkly of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both your and
- Post successful completion of the Tenining tenure, you will be prone to exciting pre-placement offers time.
 Academor.
- The supend cycle will stort along with your O/T.

Academor's development.

Please indicate your acceptance of this offer by signing below.
We at Academor extend a warm welcome to you and look forward to a summitty beneficial experience.

SIGNATURE:	DATE:
(Candidate's Signature)	

hr@scadentor.com +918910181740



OL No: A\$13574

Date: (5 July 2024

Dear Kavya

Our hiring team was positively excited to get to know you over the interview call it is our pleasure to offer you a position with ACADEMOR as on Academic Counselfor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our parangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period: 12 September 2023 (o 21 September 2023 - (Unpoid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Placenteut Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Condidate's Signature)	DALE.

hr@soudemor.com +918310191740

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Training Policy

- Acceptance of this offer shows that you agree and me rendy to perform the given responsibilities with the candidate with the annuagement manus.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 and to show
 (including breaks). You will be entitled to one day weedly off, (Depending on situations we origin ask you to
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- * At any time if you wish to discussing the training due to personal resons , you will have to follow the company's resignation procedures.

All your information will be safe and confidence) with Academor. Similarly, all the information required

- Resignation procedure includes:- I mostly of notice period, to case, you wen't be able to serve the
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 referred from the company.
- during the course of your employment shall remain confidential and you shall refining from asing it for your employees or from disclosing it to any third party.

 More conclusion of your employment you will be made the property of the pr
- Upon conclusion of your employment, you will immediately regan all of its property, equipment and documents including electronically stored information.
- and documents including electronically stored information.

 You will have to cooperate with and follow all policies and practices of Academia for tash yours and
- Post successful completion of the Training tenure, you will be promute excising pre-placement offers (our Academor.
- The stipeted cycle will mart along with your OJT.

Academor's development.

Please indicate your acceptance of this offer by signing below.

We at Academics extend a warm welcome to you and look forward to a unitually beneficial experience,

SIGNATURE:	DATE:
(Condidate's Signature)	

i v@academor.com +91 9310191740



OL No: AM3574

Date: 15 July 2013

D Dear Sindhushree A

Our hising team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Connection and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you oubcard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Uspaid)

On the Job Training Stort Date: 22 September 2023

On the Job Training End Date; 21 March 2024

Location of Training: Raugaloce

Location of Training: Bangaince

Stipend: INR 15090 Per Month

Incentives : INR 10008

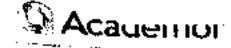
Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training. Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2823.

SIGNATURE:	DATE:
(Candidate's Signature)	

hr@academor.com 4918310181740



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Training Palicy

- Acceptance of this offer shares that you injuce not me couly to perform the given responsibilities with and diffigence; and in compliance with the management occurs.
- The acceptance of this offer also shows your anthopips to work on a 9 hour shift from 11 on fineholding breaks). You will be entitled us one day weekly off. (Depending on altholisms we neglet and stay for sometime extra offer your logous period).
- At any time if you wish to discontinue the training due to personal reasons, you will have to ful company's resignation procedures.
 - Resignation procedure includes:- I month of unitie ported, in case, you would be take to a
 monte period you would be required to pay a compensation equal to I match adjusted and you
 relieved from the company.
- All your information will be safe and confidential with Academer, Similarly, all the information is during the course of your employment sholl remain confidential and you shall reliable from using it is own purpose or from disclosing it to any third party.
 Then constrains of your employment against the entitle of the constraint of the constraint.
- Upon conclusion of your employment, you will immediately center all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academia for high yell
 Academor's development.
- Post successful completion of the Training tenure, you will be prome to exclude pre-placement off.
 Academor,
- The superid cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Aepdemor extend a worm welcome to you and look forward to a protocily beneficial experience,

SIGNATURE:	DATE:
(Candidate's Signature)	

hr@ecademor.com +918310191740



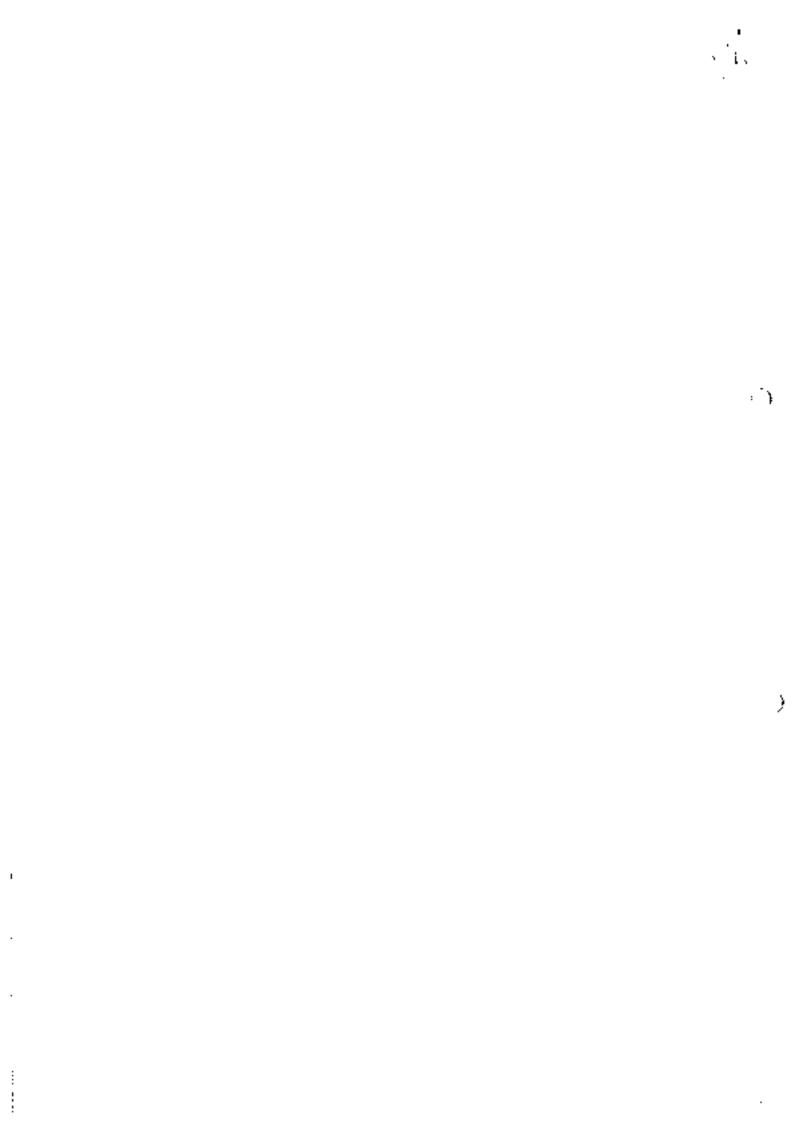
ANNEXURE

SI, No	Particulars
1.	Professional / Educational Cartificates and Mark Sheets towards:
ŀ	 10th standard or equivalent examination.
	• 12% standard of equivalent
- 1	Graduation
	Post-graduation / Doctorate
1	Other relevant educational or skill certifications
2,	Any one original certificate (10°/12° or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
6.	Bank Account Details: Sank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully could vaccinated report

Please bring one original document either education certificates / mark sheats (19th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:	DATE:
(Candidate's Signature)	

Iw@ecedemor.com +918310187740





OL No: AMD574

Date : 18 July 2023

Dear Likhitha L

Our hiring team was positively exched to get to know you over the interview call. It is our pleasure to affer you a position with ACADEMOR as no Academic Connsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much tooking forward to having you onboard.

The following confirms our arrangements regarding your confloyment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives: INR 10000

Target: 200000 JNR, per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE;	DATE:
(Candidate's Signature)	

hr@academor.com +918310181740

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[Grab your reader's attention with a great quote from the document or use this space to emphasize a key point. To place this text box anywhere on the page, just drag it.]



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Timining Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with the case and different and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from U can to Rang (hielasting breaks). You will be entitled to one day recekty uttl. (Depending on attentions we might ad you in stay for something axira ofter your logant period).
- At any time it you wish to discontinue the training due to personal reasons, you will have to follow the company's resignation procedures.
 - Resignation procedure includes: I month of notice period, in case, you won't be able to serve the notice period you would be required to puy a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academer. Similarly, all the information negatived
 during the course of your employment shall remain confidential and you shall refusin from using it for your
 town purpose or from disclosing it to may third purpy.
- Upon conclusion of your employment, you will immediately return all of its properly, equipment and documents including electronically stored information.
- You will have to cooperate with and fullow all policies and practices of Academar for both yours and Academar's development.
- Post successful completion of the Training tomate, you will be prome to exciting pre-placement offers from Academor.
- The stipeod cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warra welcome to you and look forward to a numerity beneficial experience.

SIGNATURE:	DATE:
(Concidete's Signature)	

W@ecademor.com +938310181740

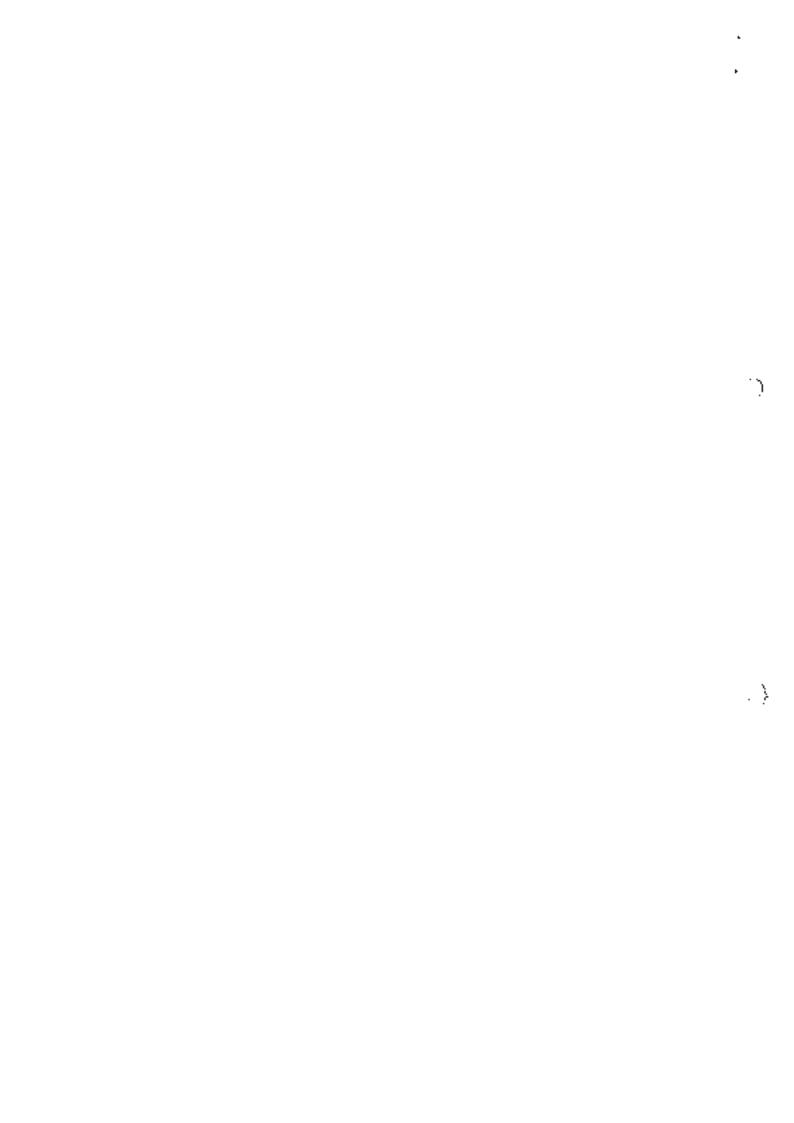
ANNEXURE

SI, No	Particulare
1.	Professional / Educational Certificates and Mark Sheets towards:
	• 10th standard or equivalent examination.
- 1	 12th standard or equivalent
- 1	. Ģraouston
	Post-graduation / Occionate
)	Other relevant educational or skill sectifications
2.	Any one original certificate (10°/12° or Degree Consolidated) for employment documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card. Voter ID or Oriving Licence Scarned Copy.
B	Sank Account Datails: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandatory fully covid vaccinated report

Please bring one original document officer education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:	DATE:
(Candidate's Signature)	

tyr@academor.com +918390181740





OL No: AM3574

: "}

()

Date: 15 July 2023

Dear Netta Kususri M

Our hiring tenut was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Counsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Jaiming : 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Happaid)

On the Job Teaining Stort Date: 22 September 2023

On the Job Training End Unte: 21 March 2024

Location of Training: Bougalore

Stipend: INR 15090 Per Month

Incentives: INR 10000

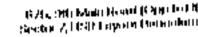
Target: 200000 INR per month.

You will be eligible for a Pre - Plecement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this affer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	

hr@academor.com +918310161740





Training Policy

- Acceptance of this offer shows that you ogice that we ready to perform the given requiresbillides with and dillgence; and in compliance with the populationed mains.
- The acceptance of this offer what shows your enthudgent in weak on a 9 hour shift from 11 and (including breaks). You will be entitled to one day weekly off, (Depending on afunding we might as stoy for sometime extra other your loggest period).
- At any time if you wish to discontinue the training the to personal reasons, you will have to forecompany's resignation procedures.
 - Resignation procedure includes:-) much of notice period, in case, you won't be table to notice period you would be required to pay a compensation equal to 1 month slipped and you oblived from the enappany.
- All your information will be rate and confidential with Academor. Similarly, all the information during the course of your employment shall remain confidential and you shall reliable from using it own purpose or from disclosing it to any third party.
 Upon conclusion of your employment start with the second start of the
- Upon conclusion of your employment, you will instructiately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for tenh your Academor's development.
- Pest successful completion of the Training tenure, you will be prone to existing pre-placement not
 Academor.
- The stipend cycle will start along with your O.H.

Please indicate your acceptance of this offer by algaing below.

We at Academic extend a warm welcome to you and look forward to a minutally beneficial experience.

SIGNATURE:	DATE:
(Candidate's Signature)	

hr@soademer.com +919310181740

675, 9th Main Road (Opp to HDFC Back Sector 7, HSR Layout Bengaluru - 56006

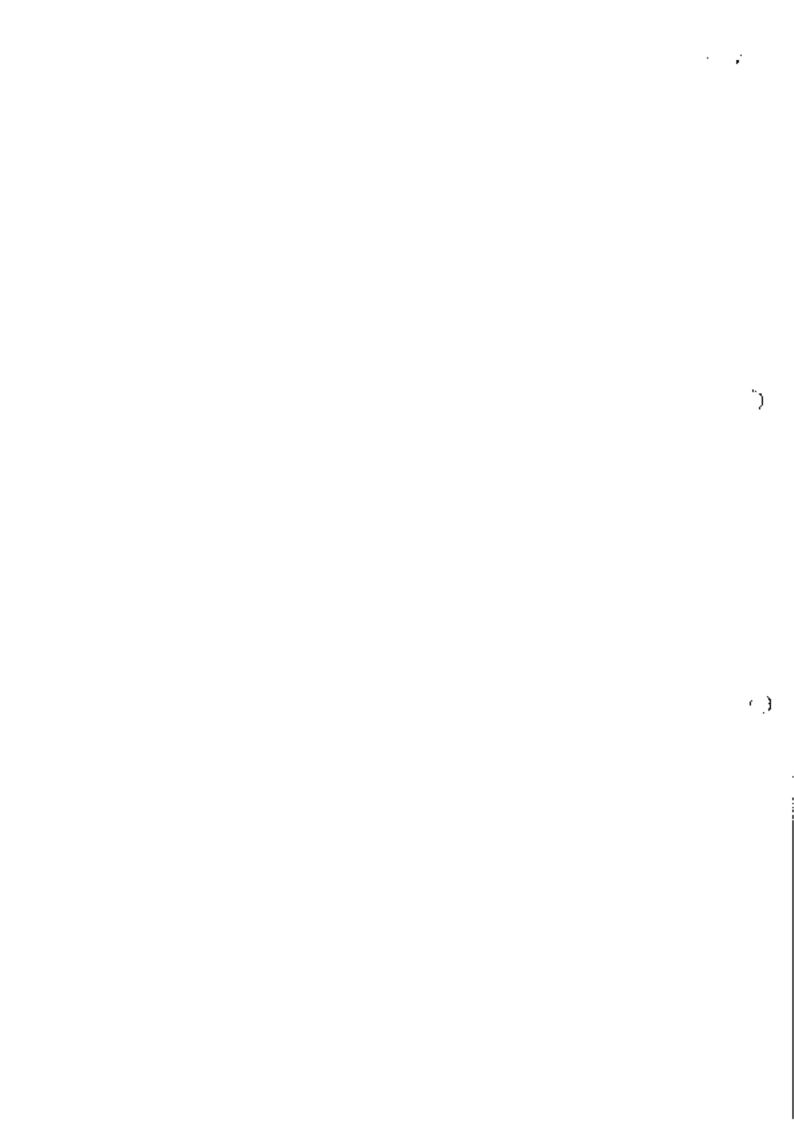
ANNEXURE

SI. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards:
	 10th standard or equivalent examination.
	► 12th standard or equivalent
	Graduation
į	Post-graduation / Doctorate
ĺ	Orther rejevant educational or skill certifications
2.	Any one original certificate (10*/12** or Degree Consolidated) for employme documentation.
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Deence Scanned Copy.
5.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
6.	Mandalory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (t0th or 12th) or Government issued ID Cord (Driving Licence/ PAN Card) for ventleation.

SIGNATURE:	DATE;
(Candidate's Signature)	

hr@academor.com 4919310181740





OJ, No: AM3574

Date: 15 July 2023

D. Dear Sushmitha MN

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Counsellor and you will be reporting to the office on 12 September 2023,

We believe you will be an excellent addition to our team and are very much looking forward to having you onloand.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bongalore

Supend: INR 15000 Per Month

incentives: INR 10090

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 5.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SKINATURE:	DATE:
(Candidate's Signature)	

hr@academor.com +918310181740



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Thuining Policy

- Accordance of this offer shows that you agree and me reply to perform the given responsibilities with the resonable difference; and in complique with the numeround monus.
- The acceptance of this offer also shows your endustions to work on a 9 frame shift from 11 and to figure the discussion. You will be contiled to one day weekly off, (Depending on structions we might ask you or stay for sometime extra other your legant period).
- * At one time if you wish to decementate the training the to personal reasons , you will have to the Av the company's resignation procedures.

All your information will be safe and confidential with Academic. Similarly, all the information mapping.

- Resignation procedure includes:- I month of notice period, to case, you won't be able to serve the
 notice period you would be required to pay a compensation equal to I another allocation and you can be
 relieved from the company.
- during the course of your employment shall remain conflictation and you shall religible from using it for your own purpose or from disclosing it to any third purps.
- Open conclusion of your employment, you will immediately return all of its property, equipment, and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Auadentur for both yours not Academor's development.
- Post successful completion of the Training tenure, you will be prose to exciting pre-placement uffers from Academor.
- The stipend cycle will gart along with your OT!

Please indicate your acceptance of this offer by signing below.

SIGNATURE: DATE:

We at Academic extend a warm welcome to you and look forward to a materially heneficial experience.

(Condidate's Signature)

hv@academor.com +918310181740



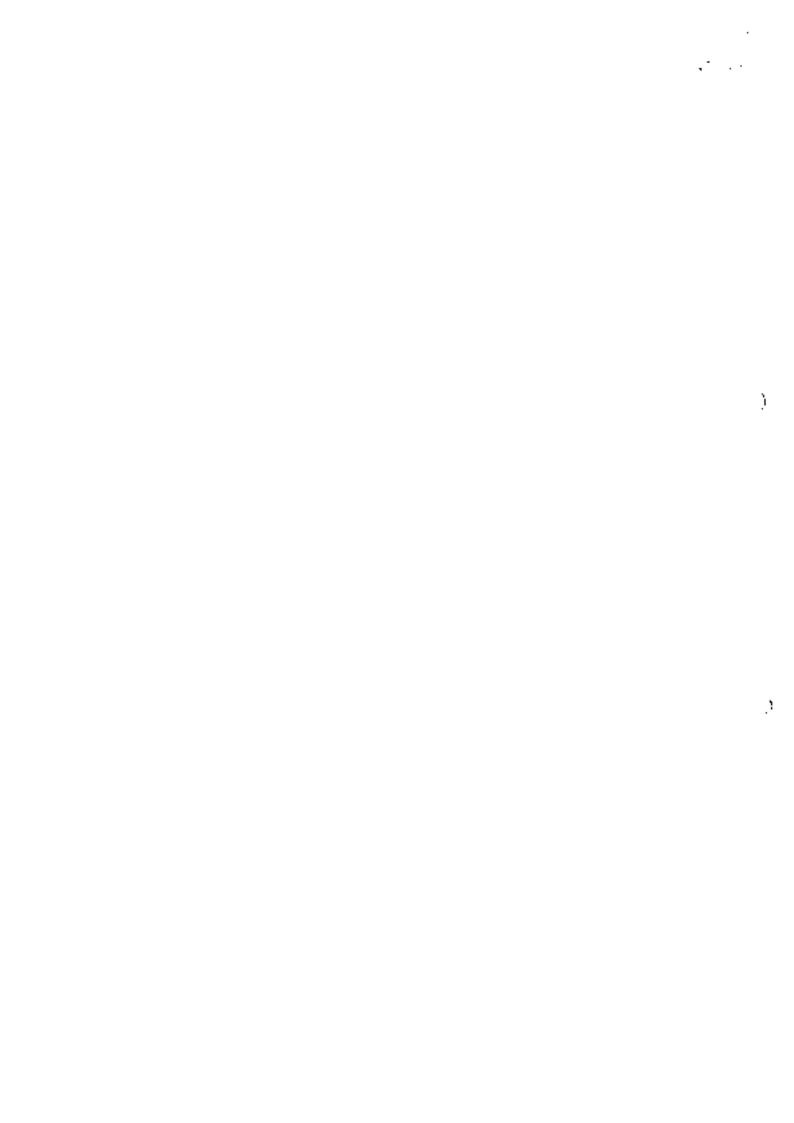
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SI, No	Particidars	
1.	Professional / Educational Certificates and Mark Sheets towards:	
	 jüin standard or equivalent examination. 	
1	 12th standard or equivalent 	
	Gradustian	
	Post-graduation / Dodictate	
	Other relevant adocational or skill certifications	
2.	Any one original certificate (10°712° or Degree Consolidated) for employm documentation.	
3,	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS	
4	PAN Card. Voter ID or Orlving Licence Seanned Copy.	
5.	Bank Account Details: Bank Name, Your Name as per Sank records, Account Number, IFSC Code.	
. 	Mandalory fully covid vaccinated report	

Please bring one original document either education certificates / mark shows (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:	DATE:
(Candidate's Signature)	

hr@scademer.com +918310181740





OL, Not AN13574

Dute : 15 July 2023

D. Dear Meghana R

Our hiring team was passifively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Counsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR;

Date of Joining: 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the lob Training End Date: 21 https://doi.org/10.1001/

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives: INR 10060

Target: 200000 INR per month.

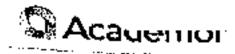
You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 1823.

SIGNATURE:	DATE:
(Candidate's Signature)	

hr@academor.com +918310181740

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Training Policy:

- Acceptance of this offer shows that you iquee and me ready to perform the piveo responsibilities with due on and diligence; and in compliance with the manuscement names.
- The necessance of this offer also shows your enthusiasm to cook on a 9 band shift from 11 am in Spit (including breaks). You will be entitled to one day weekly off, (Depending on situations we might ask you a say for sometime extra other your legant period).
- On any three If you wish to eliscominue the imining due to personal rensons, you will have to be by the company's resignation procedures.
 - Resignation procedure includes:- 1 months of makes period, to case, year wants be able to serve the
 notice period you would be required to pay a compensation equal to 1 month allpend and year can be
 relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquires
 during the course of your employment shall remain confidential and you shall refining from addition; soling it for your
 even purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately toling all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and fidlow all policies and practices of Academan for (sath yours and
- Post successful completion of the Training tenure, you will be posse to exciting pre-phycement offers from Academor.
- The stipend cycle will start along with your OPI.

Academor's development.

Please indicate your acceptance of this offer by signing below.

We at Academic actend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:	DATE:
(Candidate's Signature)	-

fr@academor.com +916310181740



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675, 9th Main Road (Opp to HDFC Sector 7, HSR Leyout Bongalury - 50

ANNEXURE

\$1. No	Particulars	
1.	Professional / Squeational Conflictnes and Main Sheets Journals:	
	 10th standard or equivalent examination. 	
I	12jh siandard or equivalent	
I	Graduation	
į	 Post-graduation / Doctorate 	
ĺ	Other relevant educations) or still certifications	
2.	Any one original certificate (10 ⁵ 712 ⁵ or Degree Consolidated) for employme documentation.	
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS	
4,	PAN Card, Voter ID or Driving License Scanned Copy.	
5.	Bank Account Details: Bank Name, Your Name at per Bank records, Account Number, IPSC Code.	
6.	Mendatory fully could vaccinated report	

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government assed ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:	DATE:
(Candidate's Signature)	

ht@academot.com +918310161740 

OL No: AMJ574

Date : 15 July 2023

D Dear NEERAJA

Our biring team was positively excited to get to know you over the interview call. It is not pleasure to offer you a position with ACADEMOR as an Academic Counsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Unguid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 harreh 2024:

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives : iNR 18006

Target: 200000 INR per momb.

You will be oligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	

₩@academor.com +918310181740

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G75, 945 Main Road (Cap) to 1444 (B_B) South A HSB Loyant Bordokon - MOQ

Training Polley

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with this est and diligence; and in compliance with the management sorms.
- The acceptance of this offer also shows your endusiness to work on a 9-hour shift from 11-min to 8pm (including breaks). You will be confiled to one day weekly off. (Depending on Signations we tright ask you assay for sometime extra other your logant period).
- At any time it you wish to discontinue the training due to personal reasons, you will have to 6. With company's resignation procedures.

All your information will be safe and confidential with Academar, Shortarly, all the Information acquires

- Resignation procedure includes: 1 manths of tastice period, in case, you won't be able to serve the
 notice period you would be required to pay a compensation equal to 1 manth separal and you can be
 relieved from the commony.
- during the course of your employment shall remain confidential end you shall retinin from using it for your own purpose or from disclosing it to may third party.

 Upon conclusion of your production of your eliterature will immediately expect all of the accounts and conclusions.
- Upon conclusion of your employment, you will immediately retain all of its property, equipment and documents including electronically stored information.
- . You will have to cooperate with and tollow all pulleies and practices of Academic the both yours and
- Post successful completion of the Training tagues, you will be people to equiting pre-placement offers from Academor,
- The stipend cycle will start along with your O.T.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and took forward to a mutually beneficial experience.

SIGNATURE:	 DATE:
(Candidate's Signature)	

hv@academor.com +918310181740



ANNEXURE

\$1. No	Parlicitars	
1.	Professional / Educational Curtificates and Mark Sheets towards:	
	 10th standard or equivalent examination. 	
i	12th standard or equivalent	
- 1	- Gradustion	
	Post-graduation / Doctorate	
i	Other relevant educational or skill certifications	
2.	Any one original certificate (10"/12" or Degree Consolidated) for employmen documentation.	
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS	
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.	
5.	Benk Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.	
B	Mendatory fully covid vaccinated report	

Pieuse bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:	<u>. </u>	DATE:
(Candidate's Signature)		

hr@soademor.com +91 8310181740

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			7)
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OL No: A013574

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J

Date : 15 July 2423

D Dear Suchithra TR

One biring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR up on Academic Conusellar and you will be reporting to the office on 12 September 2023,

We believe you will be an excellent addition to our team and are very much tooking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Johning: 12-September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 24 March 2024

Location of Training: Bangalore

Stipend: INR 15000 Per Munth

Incentives : INR 10000

Target: 200000 INR per acords.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Joh Training Certad,

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	
	DATE:
(Candidate's Signature)	



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Training Policy

- Acceptance of this offershows that you agree and use ready to perform the given responsibilities with disted difference and in compliance with the management narrow.
- The acceptance of this offer also shows your outbushests in work on a 0 bear stell) from U and to including breaks). You will be entitled to one day weekly off. (Depending on situations we neighbors your says for sometime extra other year logant period).
- * At any time if you wish to discontinue the taching due to personal resonant, you will have Diallot company's resignation procedures.
 - Resignation procedure implates: I meanly of makes period, in case, you would be able to serve notice period you would be aspared to pay a compensation equal to 1 month stiperal and you continued from the company.
- All your jaformation will be sufe and continently) with Agademic Similarly, all the information may
 during the course of your employment shall remain continently and you shall retinio from using it for
 own purpose or from disclosing it to any third party.
- Upon conclusion of your omployment, you will immediately return all of its property, equipment and documents including electronically stored information.
- and documents including electronically stored information.

 You will have to cooperate with and follow all publicles and practices of Academan the Isah you
- Academan's development.

 Past appropriate completion of the Training feature, you will be prone to exciting pre-placement after Academan.
- The support cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a immunity beneficial experience.

SIGNATURE:	DATE:
(Candidate's Sienature)	

hr∰w;ademor.com +91 6310181740



075, 9th Main Road (Opp to HDFC Sector 7, HSR Layout Bengalum - Se

ANNEXURE

SJ. No	Particulars
7.	Professional / Educational Cartilicates and Mark Sheets towards:
ŀ	 10th standard or equivalent examination.
	• 12th standard or equivalent
	Graduation
į	Post-graduation / Doctorate
1	Dither relevant educational or shill certifications
2 .	Any one original conflicate (10"712" or Degree Consolidated) for employmentation.
5.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scarned Copy.
6.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code

Please bring one original document either education certificates / mark sheets (19th or 12th) or Government issued ID Cord (Driving Licence/ PAN Card) for verification.

SIGNATURE:	DATE:
(Candidate's Signature)	

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OL No: Ahi3574

 $^{\circ}$

Date : 15 July 2023

Dear GUNASHREE BG

One lairing team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Connsellar and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bongalore

Stipend: INR 15000 Per Month

Incentives : INR 14000

Target: 204000 INR per month.

You will be eligible for a Pre • Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	



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Training Policy

- Acceptance of this offer shows that you agree and me ready to perform the given responsibilities with the case and difference; and in compliance with the management norms.
- The neceptance of this offer also shows your containers to work on a 9 hour shift from 11 airs to how (including breaks). You will be contained to one day weekly off; (Depending on Americans we which ask you to say for sometime extra after your legent period).
- At any time if you wish to discontinue the training due to personal reasons, you will have to foll. The company's resignation procedures.
 - Resignation procedure includes: I must of unice period to case, you want be able to serve the
 notice period you would be required to pay a compensation equal to I must be stipped and you can be
 sellested from the company.
- All your information will be safe and confidential with Academia: Similarly, all the information acquired during the course of your omployment shall remain confidential and you shall refinin from using it for your own purpose or from disclosing à to any third purp.
- Open conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with said follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be proue to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your O.F.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a manually beneficial experience.

SIGNATURE:	DATE:
(Condidate's Signature)	·



OL Not A313574

Pare: 15 July 2023

Dear A. JHANSI BHOWNSLY

Our biring team was positively excited to get to know you over the interview call. It is our pleature to offer you a position with ACADEMOR as an Academic Contasellor and you will be reporting to the office on 12 September 2023.

We believe you will be no excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 12 September 2023

Training Period : 12 September 2023 to 21 September 1923 - (Unpaid)

On the Job Training Start Date: 22 September 2923

On the Job Training End Date: 28 March 2024

Location of Training: Bangalore Stipend: INR 15000 Per Munth

Incentives : INR 10000

Target: 208000 INR per moreli.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period,

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	
	DATE:
(Candidate's Stonature)	



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Timining Policy

- * Acceptance of this offer shows that you write and are sendy to perform the gloom respondibilities with the capand different and in compliance with the management access,
- * The neceptance of this offer also shows your enthusiasm to work on a 2 tour shift from 11 pm to 8pm (including breaks). You will be entitled to one day weekly of C (1) operating on shandons we cright tak you to stoy for sometime extra after your logous period).
- * At any time it you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes: I month of notice period. In case, you would be able to serve the
 notice period you would be required to jusy a compensation capal to 1 month stipetal and you can be
 relieved from the company.
- All your information will be safe and confidential with Academia, Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refining from using it for your own purpose or from disclosing it to any third pany.
- Upon conclusion of your employment, you will inuncifiately return all of his property, equipment and documents including electronically stated information.
- You will have to cooperate with and follow all policies and practices of Aundarear for tank years and Academor's development.
- Post successful completion of the Training tonure, you with he prone to exciting pre-placement offers from Academos.
- The stipend cycle will start along with your O.H.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:	DATE:
(Condidate's Signature)	

tr@scademov.com +918310183740



OL No: A343574

Date : 15 July 2023

Dear PAVITHRA R

Our hiring team was positively excited to got to know you over the interview call, it is our pleasure to office you a position with ACADEMOR as an Academic Commeller and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our leath and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the lob Training End Date: 24 March 2024 (1977)

Location of Training: Baugalore

Stipend: INR 15000 Per Mouth

facentives: INR 10860

Target: 200000 INR per month.

You will be eligible for a Pro - Placement Offer of 4 to 6.5 LPA after completion of On the Jah Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academoc, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	DATE

M@seademor.com +918310181740



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Training Policy

- Acceptance of this offer shows that you agree out me ready to perform the given assumed littles with the one and difference; and in compliance with the manuscrient manus.
- The acceptance of this offer also shows your embashing to work on a 9 hour shift from 11 am to 3pm (including breaks). You will be emitted to one day weekly off; (Depending on situations we might test you as stay for sometime extra after your laggest period).
- * At any time it you wish to discommune the maining due to personal reasons , you will have as follow the company's resignation procedures.
 - Resignation procedure includes: I month of united period. In case, you want the pide to serve the
 notice period you would be required to pay a compensation equal to 1 month allpoint and you can be
 reflected from the company.
- All your information will be safe and confidential with Academor, Statisticly, all the information acquired during the course of your employment shall remain confidential and you shall refusin from using it for your own purpose or from disclosing It to may third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all pulicies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prose to exciting pre-placement offices from Academics
- The stinend cycle will start along with your OTP.

- The superior cycle will start along with your O.F.		
Please indicate your adosptoace of this offer by signing helps,		
We at Academor extend a warm welcome to you tend look forward	to a mutually beneficial experience.	
SIGNATURE:	DATE:	

fu®academor.com +91 6310161740

(Candidate's Signature)



OL No: AN13574

Date : 15 July 2023

Dear NOOR SABA

Our fairing term was positively excited to get to know you over the interview cell, it is not pleasure to offer you a position with ACADEMOR us an Academic Councellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much fooking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Capaid)

On the Job Training Start Date: 22 September 2423

On the Job Training End Date: 2) March 2024

Location of Training: Bangalore

Stipend: INR 15080 Per Month

Incentives : INR 10000

Torget: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Joh Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on \$2 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	



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Training Policy

- Acceptance of this offer shows that you appeared one ready to perform the given responsibilities with due one and diligence; and in compliance with the management matrix.
- The acceptance of this offer also shows your enthusiastic in teach on a 9 hour shift from 11 and to fijus (including breaks). You will be entitled in one day weekly off, (Depending on shortfork we oddin ask you to stay for sometime extensible your logon period).
- * At any time if you wish to discontinue the training due to personal reasons , you will have to follow the company's resignation procedures.
 - Resignation procedure includes: I month of molec period. In case, you won't be able to serve the
 notice period you would be required to pay a compensation equal to 1 senath adjoint and you can be
 refleved from the company.
- All your information will be ante and confidential with Academies, Shuttarily, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your omployment, you will immediately return off of its property, equipment and documents including electronically stored information.
- You will have to conserute with and follow all politics and practices of Academor for both yours and Academor's development.
- Pass successful completion of the Training tenure, you will be prope to excitling pre-placement offers from Academor.

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Please indicate your acceptance of this offer by signing below,

We at Academor extend a warm welcome to you and look forward to a motually beneficial experience,

SIGNATURE:	DATE:
(Candidate's Signature)	

h#@academor.com +91 6310181740



OL No: ABI3574

Date: 15 July 2023

Dear MONIKA R

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Connection and you will be reporting to the

We believe you will be an excellent addition to our team and are very asuch looking forward to tuying you onboard.

The following confirms our attangements regarding your employment with ACADEMOR:

Date of Joining: 12-September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bangalore Stipend: DNR 15000 Per Month

Incentives : INR 10000

Target: 240440 tNR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

The control of the State

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	

M@academor.com 4918310181740



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- Acceptance of this office shows that you appeal and see ready to perform the given responsibilities with the range and difference; and in compliance with the management monas.
- * The acceptance of this offer also shows your enjuritement to work on a 9 hour shift from 11 nm to figure duclarding breaks). You will be endded to one day weakly off, (Depending on shoutlone we might ask you to stoy for sometime extra ofter your logant period).
- * At any time if you wish to discussing the training due to personal reasons, you will have to follow the company's resignation procedures.
 - Resignation procedure includes: I munth of notice period. In case, you want the able to serve the
 notice period you would be required to pay a compensation equal to 1 agenth aligned and you can be
 refleved from the company.
- All your information will be safe and confidential with Acadencer. Similarly, all the information acquired
 during the course of your employment shall remain confidential and you shall refinin from using it for your
 own purpose or from disclosing it to any third porty.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- and documents including electronically stored information.

 You will have to cooperate with and follow all policies and practices of Academic for both yours mul
- Post successful completion of the Training tenure, you will be progo to exciting pre-placement office from Academoc.
- The stipeted cycle will start along with your OJT.

Academor's development.

We at Academor extend a wants welcome to you and look forward to a mutually buneficing experience.

SIGNATURE:	DATE:	
(Candidate's Signature)		



OL No: ANI3574

Date : 15 July 2023

Dear SHUBHA M

Our biring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Counsellor and you will be reporting to the

We believe you will be an excellent addition to our team and are very much looking forward to having

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period ; 12 September 2023 to 24 September 2023 - (Hapaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bangaloce

Stipend: INR 15000 Per Month

Incentives : INR LOOOD

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Jah Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:	
(Candidate's Signature)		—



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Training Policy

- Acceptance of this office shows that you agree and me ready to perform the given responsibilities with the cutand difference; and in compliance with the management menus.
- The acceptance of this offer also shows your cuttorshop to work on a 0 lumin shift from 11 ain to 8pm (including breaks). You will be called to one day weekly off, (Depending on signatures we might ask you to stay for semetime extra after your began period).
- * At any time if you wish to discontinue the training due to personal reasons , you will have to the personal reasons are will have to the personal reasons.

All your information will be safe and confidential with Academor. Similarly, all the information acquired

- Resignation procedure includes: I manth of unifee period. In case, you won't be able to serve the
 notice period you would be required to pay a compensation equal to I month stipped and you can be
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- during the counte of your employment shall remain confidential may you stuff estimat from using it for your own purpose or from disclosing it to may third purp.

 Upon conclusion of your employment, you will immediately return attraction of your employment, you will immediately return attraction of your employment, you will immediately return attraction of your employment.
- Upon conclusion of your employment, you will immediately return affor its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies mul practices of Academor for both yours and
- Post successful completion of the Troining termine, you will be prote to exching pro-placement office than Academor.
- The stipend cycle will start plong with your OJT.

Academor's devolutment.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you pad took forward to a mutually beneficial experience,

SIGNATURE:	DATE:
(Condidate's Signature)	

tr@academos.com r918310181740



OL No: AM3574

Date : 15 July 2023

Dear CHITRA V

: 7

One hiring team was positively excited to get to know you over the interview unit. It is our pleasure to offer you a position with ACADEMOR as an Academic Connection and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives; INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 5.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	b. com.
	DATE:
Compliance on the contract of	·

(Condidate's Signature)

- Rever, Colonialador Roman de Igna do 141 D-11 Claud. Sanction X, 14984 Lagrand Thormachida - Coloniala.

Trabeling Pothey

- Acceptance of this offer shows that you proceed me ready to perform the given responsibilities with the emptone and difference; and to compliance with the numeroment norms.
- The acceptance of this after also shows your enjoyshop to work on a 9 from shift from 11 mit to Epot (including breaks). You will be callied to one day weekly will (Depending on shumbons we might ask you to stay for sometime extra other your logant period).
- * At any time if you wish to discondance the maining due to personal remains , you will have to fish " his company's resignation procedures.
 - Resignation procedure includes:- I menute of mules period, be case, you wan't be take to say we the
 notice pariod you would be required to pay a compensation equal to I mouth stiperal and you can be
 relieved from the company.
- * All your information will be sofe and confidential with Academor. Similarly, all the information acquired during the course of your coupleyment shall remote confidential and you shall retain firm using a for your own purpose or from disclosing it to may third party.
- Upon conclusion of your employment, you will unmediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be proje to exciting pre-placement offers from Academor.
- The supend cycle will stort along with your O.H.

Please indicate your occeptance of this offer by signing below.

Work Academor extend a warm welcome to you and look forward to a mutually hear ficial experience

SIGNATURE:	DATE:
(Candidate's Signature)	

hr@scademor.com +91 8310181740



675, 9th Main Road (Cop to HDFC Sector 7, HSR Layout Bottgokins - 56

OL Net AM3574

Oate : 15 July 2023

Dear RAKSRITHA R

Our thiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Counsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period: 12 September 2623 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2014

Location of Training: Bangatore Stipend: INR 15000 Per Month

Incentives: INR 10000

Target: 200000 | NR per month.

You will be cligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Joh Traini Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academic will report on 12 September 2023.

SIGNATURE:	Dire.
(Candidate's Signature)	DATE:



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Tynining Policy

- Acceptance of this offer shows that you appeal and are ready to perform the given respressibilities with the case
 and difference; and in compliance with the numbers and manner.
- The acceptance of this offer also shows your enflutsiasin to work on a 9 hour slith from 11 am to figure
 tincheding breaks). You will be estimated at one day weekly off. (Depending on sinusions we might ask you to
 stay for tometime extra ofter your logons period).
- At any time if you wish to discontinue the quirting due to personal reasons, you will have to talk?" the company's resignation procedures.
 - Resignation procedure includes:- I much of notice period, to ease, you want he table to serve the
 notice period you would be required to pay a compensation equal to 1 sounts support and you can be
 relieved from the company.
- All your information will be safe and confidencial with Academor. Similarly, all the information acquired
 during the coarse of your employment shall remain confidential and you shall reliable from using it for your
 own purpose or from disclosing it to any (tile) purp;
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electroteistly stored information.
- You will have to cooperate with raid follow all policies and penetices of Aextensor for train yours out.
 Acodemoc's development.
- Post successful completion of the Training terms, you will be prove to exciting pre-placement offers from Academer.
- The stipend cycle will start along with your O.T.

Please Indicate your acceptance of this offer by signing below,	
We at Academor extend a warm welcome to you and look forward to a materily beneficial expe	егівере.
SIGNATURE: DATE: (Candidate's Signature)	_



OL No: A813574

: ")

;)

Date: 15 July 2023

Dear NETRA MUTTUR

One taking seam was positively excited to get to know you over the interview tall. It is our pleasure to offer you a position with ACADEMOR as an Academic Counsellar and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and see very much looking forward to having you anboard.

The following confirms our arrangements regarding your couplayment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Unpuid)

On the Job Training Stort Date: 22 September 2023 ...

On the Job Training End Date: 21 March 2024

Location of Training: Bongalore

Stipend: INR, #5800 Per Month

Incentives : INR, 10000

Target: 200000 INR per month,

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	



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Training Palicy

- Acceptance of this offer shows that you ogive and are ready to perform the given responsibilities with the companion with the companion manns.
- * The acceptance of this offer also shows your embadasin to work on a 9 hour shift from 11 nm to figure (backading breaks). You will be embled to any day weakly off. (Depending on signalings we might ask you to stay for sometime extra after your legant period).
- At any time if you wish to discontinue the maining due to personal persons, you will have to follow the company's resignation procedures.
 - Resignation procedure includes: I much of notice period, to case, you wan't be able to serve the
 notice period you would be required to pay a compensation equal to 1 month stigned and you can be
 relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information required during the course of your employment shall remain confidential and you shall retinin from using it for your save purpose or from disclosing it to may third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for tenth years and Academor's development.
- Post successful completion of the Training tenure, you will be prope to exciting pre-phoenical effect from Academic.
- The silpend cycle will start along with your OTT.

Please indicate your ecceptance of this offer by signing below.

We at Academor extend a worst welcome to you and took forward to a mutually beneficial experience,

SIGNATURE:	DATE:
(Candidate's Signature)	



OL Not AM3574

Date : 15 July 2023

Dear SNEHA V

One hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as no Academic Consector and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much tooking forward to having you outward.

The following confirms our arrangements regarding your confloyment with ACADEMOR:

Date of Joining: 12 September 2013

Training Period: 12 September 2023 to 21 September 2023 - (Uppaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bangalore

Supend: INR 15000 Per Month

Incentives : INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period,

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	
· · · · · · · · · · · · · · · · · · ·	DATE:
(Catulidate's Stanature)	



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Training Policy

- Acceptance of this offer slows that you appeared and party as perform the phenomenous infillities with the case and diligence; and in compliance with the management name.
- The acceptance of this offer also shows your enthusheon in work on a 9 later shift from 11 aga to 8pm (including breaks). You will be emitted to one they weekly off, (Depending on simplifies we night ask you to stop for sometime extra other your logour period).
- At any time if you wish to discommune the training due to personal reasons, you will have to fulf) the company's resignation procedures.
 - Resignation procedure includers: I mently of notice period, to case, you want be able to serve the
 notice period you would be required to pay a compensation equal to 1 mently aligned and you can be
 relieved from the company.
- All your information will be eafe and confidential with Academics. Similarly, all the information acquired
 during the course of your employment shall remain confidential and you shall refusin from using it for your
 own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will inequalitiely return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all pollules and practices of Academor for limb yours and Academor's development.
- Post successful completion of the Training tenure, you will be prous to exching pre-photometa offers from
 Academos
- The stipend cycle will start along with your O.T.

Please indicate your acceptance of this offer by signing balow.

We at Academor extend a warm welcome to you and took forward to a mutually baneficial experience.

\$IONATURE:	DATE:
(Candidate's Signature)	

fv@academor.com +91 8310181740



OL No: AMJ574

Date : 15 July 2023

Dear SNEHA S RAO

Our hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Commenter and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024 1 11:

Location of Training: Bangalore

Stipend: INR 15000 Per Month

Incentives: INR 10000

Target: 200000 INR per month,

You will be eligible for a Pre - Placement Offer of 4 to 4.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023,

SIGNATURE:	DATE:
(Candidate's Signature)	



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Training Patter

- Acceptance of this offer shows that you agree and are ready to perform the given respectabilities with the one and difference; and in compliance with the management manua.
- The acceptance of this offer also shows your enthusions to work on a 9 hour shift from 11 nm to figure (including breaks). You will be entitled to one day weekly off. (Depending on situations we origin to way for somethor extra other your logner period).
- * At any time if you wish to discontinge the training this to personal reasons, you will have to listle. The company's resignation procedures.
 - Resignation procedure includes: I month of matice period, to case, you won't be able to serve the
 notice period you would be required to pay a compostation equal to I manual support and you can be
 relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information academic
 during the course of your employment shall remain confidential and you shall refusin from askin it for your
 own purpose or from disclosing it to any third purp;
- Upon conclusion of your employment, you will immediately return all of its property, equipment
 and documents including electroaleatly stated information.
- You will have to cooperate with and follow all policies and practices of Academic for both yours and Academic's development.
- Post successful completion of the Training tenure, you will be prono to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your QJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a worm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:	DATE:
(Caudichte's Signa(qre)	



OL, No: AM3574

Date: 15 July 2023

Dear AYEESHA

Our hiring team was positively excited to get to know you over the interview call, it is our pleasure to offer you a position with ACADEMOR as an Academic Counteffor and you will be reporting to the

We believe you will be an excellent addition to our team and are very much looking forward to having

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 Soptember 2023

Training Period : 12 September 2023 to 21 September 2023 - (Copald)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024
Location of Training: Rengalore

Stipcod: INR 15000 Per Month

Incentives : INR 10000

Twget: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training. Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023,

SIGNATURE:	DATE:
(Candidate's Signature)	DATE:



- 026, this Mary Board (Capute 18 9-C Book Seester A 1898 Capana Troppelant - Casany

Training Policy

- Acceptance of this offer shares that you agree and me ready to perform the given responsibilities with the comparent names.
- The acceptance of this offer also shows your entireshing to work on a 2 hour still from 11 nm to figure (including breaks). You will be entired to one day weekly all. (Depending on situations we might ask four to stay for something extra after your logast period)
- As any time it you wish to discontinue the training due to personal reasons, you will have to follow the company's resignation procedures.
 - Resignation procedure includes: I menth of notice period to case, you won't be able to serve the
 notice period you would be required to pay a compensation equal to 1 month atipend and you can be
 relieved from the company.
- All your information will be safe and confldential with Academus, Slantonly, all the information acquired during the course of your employment about remain confidential and you shall refinite from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Actdemor.
- The stipend cycle will start along with your OJY.

Please indicate your acceptance of this offer by signing below.		
We at Academar except a warm welcome to you and look forward to a mutually heneficial experience.		

SIGNATURE:	DATE:
(Condidate's Signature)	

tr@apademor.com +918310181740



OL No: A813574

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Date : 15 July 2023

Dear Kavyashree B

Our hiring team was positively excited to got to know you over the interview call, It is our pleasure to offer you a position with ACADEMOR as an Academic Connection and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much lacking forward to having you onloard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining: 12 September 2023

Training Period: 12 September 2023 (e 21 September 2023 - (Unpuid)

On the Job Training Start Date: 22 September 2013

On the Job Training End Date: 28 March 2024

Location of Training: Bangalore

Stipend: INR, 15000 Per Month

Incentives : INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE:
(Candidate's Signature)	DAIE:

#@ecademor.com +918310161740



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Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthashing to work on a 9 hour shift from 11 am to figure (including breaks). You will be emitted to ope day weekly atf, (Depending on almotions we might usbeyon to Stoy for sometime extra after your ingma period).
- * At any time it you wish to discontinue the turbulog due to personal reasons , you will have to follow the company's resignation procedures,
 - Resignation procedure includes:- 1 month of outloo period, in case, you wan't be able to serve the notice period you would be required to pay a compensation equal to 1 month stipered and you can be relieved from the company,
- All your information will be safe and confidential with Academor, Similarly, all the information acquired. during the course of your employment shall remain confidential and you shall retain from using it for your own purpose or from disclosing it to any third pany.
- Upon conclusion of your employment, you will immediately return all of its property, employment. and documents including electronically stored information.
- . You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training terrare, you will be proue to exciting pre-placement offers from Academor. 1
- The subsend cycle will stant plong with your O.F.;

Please indicate your acceptance of this offer by signing below.		
We at Academor extend a warm welcome to you and look forward to a manually beneficial experience.		
SIGNATURE:	DATE:	
(Condidate's Signature)		



OL No: AM3574

Date: 15 July 2013

Dear Aniths P

One hiring team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Connsellar and you will be reporting to the

We believe you will be an excellent addition to our team and are very much looking forward to having you carboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 12 September 2023

Training Period: 12 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024 (1971)

Location of Training: Bangalore

Supend: INR 15000 Per Month

Incentives : INR 10000

Target: 200000 INR per mouth.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set furth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	
	DATE:
(Candidate's Signature)	

fw@scademor.com +918310181740



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Training Policy

- Acceptance of this offer shows that you expect and are ready to perform the pives required billion with the rare and difference; and in compliance with the management norms.
- The acceptance of this other also shows your embashess to work on a 9 hour shift from 11 mm to this (including breaks). You will be emitted to one day weekly off. (Depending on almations we might ask you to stoy for sometime extra other your logons period).
- At any time it you wish to discontinue the todoing due to personal returns , you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 month of notice period. In case, you won't be able to serve the
 notice period you would be required to pay a compensation equal to 1 month adjoint and you can be
 relieved from the company.
- All your information will be sufe and confidential with Academay, Statisary, all the information acquired during the course of your employment that! remain confidential and you shall retinio from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electropically stored information.
- and documents including electronically stored information.

 You will have to cooperate with and follow all policies and practices of Academic for both years and
- Post successful completion of the Training tenure, you will be proce to exciting pre-placement offers from Academor.
- The silpend cycle will start along with your QIT.

Academor's development.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a wirror welcome to you and look forward to a matually beneficial experience,

SIGNATURE:	DATE:
(Condidate's Signature)	



OL Not AM3574

Date : 45 July 2023

Dear CHANDANA H

Our thiring team was positively exclud to get to know you over the interview call. It is not pleasure to office you a position with ACADEMOR as an Academic Conssellar and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Joining : 12 September 2023

Training Period : 12 September 2023 to 21 September 2423 - (Unpaid)

On the Job Training Start Date: 22 September 2023

On the Job Training End Date: 21 March 2024

Location of Training: Bangalore

Supend: INR 15000 Per Month

Incentives : INR 19000

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2023.

SIGNATURE:	DATE.
(Candidate's Signature)	DATE:

fr@ecademor.com +918310181740

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Training Policy

- Acceptance of this effections that you agree and are ready to perform the given responsibilities with day one and diligence; and to compliance with the management maters.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 am to flan
 (including breaks). You will be entitled to one day weekly off, (Depending on afterdoors we might ask, you to
 stoy for sometime extra after your logout period).
- At any time if you wish to discummine the maining due to personal reasons, you will have to follow the company's resignation procedures.

All your information will be safe and confidential with Academic, Similarly, all the information explires

- Resignation procedure includes:- I manufa of untiles period. In case, you won't be table to serve the
 notice period you would be required to pay a conquencation count to I manufa superal and you can be
 reflected from the company.
- during the course of your employment shall remain confidential and you shall retining from using it for you own purpose or from disclosing it to may third purp.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- and documents including electronically stored information.

 You will have to cooperate with and follow all pulicies and practices of Academor few both yours an
- Post successful completion of the Training teture, you will be prote to exciting pre-placement offers for Acadeptor.
- The stipend cycle will start along with your OFF.

Academor's development.

Please indicate your acceptance of this offer by signing below.			
We m Academar extend a warm welcome to you and look forward to a quantilly beneficial experience.			
8IGNATURE:		DATE:	
(Candidate's Signature)			

rv@ecademor.ccm +B1 8310161740 NALAM & ASSOCIATES

Chartered Accountants.

#th Place: Sacab Sporsio, Mot No. 19, TSBC Software Lants Layers , Hitech City, Phyterobod - 500 OH J. Telangana

Phone: 691) 10401 6451, 4805.

October 13, 2023.

Ms. Varshitha C

#15 Mansthi Nilaya, CP Layout 2nd cross Devinagar near RMV Ext. Opposite to Rakshitha Apartment, Bangalore-560094.

APPOINTMENT LETTER

ı Category of Appointment

Probation for 6 months and the same will be tevlewed after 6 months.

2 Salary

Your Salary (CTC) Rs. 28,640/- per month. Provident Fund, Income Tax. and Professional Tax will be deducted as per the applicable provisions.

Service Conditions

Your job title will be Data Entry Operator.

The Management reserves the right to revise your salary in any manner without adversely affecting your total emohiments. You will be deputed at Elauco Innovation and Alliance Centre India LLP (BIAC) you will be reporting to FIAC and working as per the conditions of EIAC. During the period of employment, you will work honestly, diligently,

Confidentiality

You are expected to maintain utmost confidentiality with regard affairs of the company/client and shall keep confidential any information. documents, instructions etc., relating to the client that may come to your knowledge as an employee of the company and any breach of the same you will be held responsible.

5 Place of service and transfer

You will be located at Bangalore. It should however, be noted that your services liable for transfer to any other project / division of the company at this or other locations or at the client location any where in the world. Such transfer will not entitle you to any additional monetary benefits. In such case you will be governed by the terms and conditions of service as applicable to the new assignments.

Timings

ો

Depending upon the timing prevalent in the establishment or establishments where your services are made use of.

7 Leave and Holidays

You shall be entitled to leaves as per company rules and holidays as applicable under shops and establishments act.

Disciplinary & Conflict of linerest Breach of discipline and good actions behavior will attract punitive action such as suspension for a period not exceeding ten days, discharge or dismissal without notice.

- Such action will be taken accordance with and after following the principles of natural justice, or other law for the time being applicable. to the establishment of your posting.
- c) During your tenure with the company you will be abide by the company service rides and conditions of the company and will not in general resort to any activity which will damage / may, damage

company's reputation / business / business plans.

- d) During your tenure with the company, without a written consent of company, disclose, discuss divulge or make public either orally on in writing or any other means of the company's formulae. Research data, Market data, cost data, literature drawings, plans and records, know-how, names and sources of suppliers, customers and correspondence belonging to the company or relating to its business. You will indemnify the company for any loss or damage either pacuniary or otherwise caused by you, knowingly or unknowingly and the company is at the liberty to terminate your services if we came to know of any violation of this secrecy agreement and withhold payments due to you and also recover the damage from you and the company will be at to proceed legally against you for any relief that it inlends to seek at the appropriate courts of law / forums.
- e) It is expressly understood that the Management have a right to suspend you from service pending enquiry into allegation(s) framed or to be framed against you.
- 9 Resignation

30 working days' notice after confirmation in the services of the company. However management at their discretion may waive off this notice.

 Termination of service Your employment with us is terminable by either 30 working days' notice or payment of 30 working days in lieu of notice period. However management at their discretion may waive off this notice.

11 Rebrement

On attaining the age Sixty years.

12 Applicability of Appointment Letter Your appointment shall be applicable w.e.f. October 25, 2023 and you will be reporting to Ms. Sohini Banerjee at EIAC on or before October 25, 2023.

On behalf of the management, I wish you a meaningful and mutually rewarding career on your joining.

Yours Sincerely

For Nalum & Associates

Yenkat Nalam Managing Partner

I have read and understood the aforesaid terms and conditions of appointment and accept the same without any reservations.

SIGNATURE	
NAME	
DATE	



OL No: AM3574

Date : 15 July 2023

Dear Hemalatha R Pal

offer you a position with ACADEMON as an Aramemic Counsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our town and are very much looking forward to having you onboard.

The following confirms our arrangements regarding your employment with ACADEMOR:

Date of Julidag : 12 September 2023

Training Period : 12 September 2023 to 21 September 2023 - (Unprid)

On the Job Training Start Date: 22 September 2023 On the Job Training End Date: 21 March 2024

Location of Training: Bongalore Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 200000 INR per month.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LFA after completion of On the Job Training Period.

I have read and understood the terms and constitions and I accept this offer, as set forth above, with Academor, and will report on 12 September 2025.

SIGNATURE:

(Candidate's Signature)

DATE: 10/9/2023

/#@ecedemor.com +918310161740

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Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care
 and diligence, and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 9 hour shift from 11 sm to 8pm (including breeks). You will be entitled to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period).
 - At any time if you wish to discontinue the training due to personal reasons, you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- 1 menth of notice period. In case, you won't be able to serve the
 notice period you would be required to pay a compensation equal to 1 month stipend and you can be
 relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to say third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a vision welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:

(Candidate's Signature)

DATE: 10/9/2023

№@academor.com +918310181740



ANNEXURE

SI. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets Inwards:
'	• 10th standard or equivalent examination
	12th standard or equivalent
	+ Graduation
	+ Post-graduation / Declarate
	Other relevant educational or shill confilentions
2.	Any one original certificate (10 ^m /12 ^h or Degree Consolidated) for employment documentation.
a	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.
5.	Bank Account Delais. Sank Name, Your Name as per Bank records, Account Number, IFSC Code
<u>.</u>	Mandatory fully covid vaccinated report

Please bring one original document either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Propog Licence/ PAN Card) for verification.

SIGNATURE: Level Florid

DATE 10/9/2023

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OL No: AM3574

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Date : 15 July 2023

Dear Varshitha Gangatkar R

Our hicing team was positively excited to get to know you over the interview call. It is our pleasure to offer you a position with ACADEMOR as an Academic Counseffer and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent addition to our team and are very much looking forward to naving you orboard.

The following confirms our analogements regarding your employment with ACADEMOR:

Date of Joining : 12 September 2023

Training Period : #2 September 2023 to 21 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023 On the Job Training End Date: 21 March 2024

Location of Training: Bongatore Stipend: INK 15000 Per Month

Incentives - INR 10000

Target: 208000 INR per month.

You will be eligible for a Pre . Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Period.

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Academor. and will report on 12 September 2023.

SIGNATURE:

(Candidate's Signplure)

DATE: 14 1 2413.

hr@academor.com +918370181740



Training Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care
 and diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your cultusinsm to work on a 9 linux shift from 11 am to 8pm (including breaks). You will be emitted to one day weekly off. (Depending on situations we might ask you to stay for sometime extra after your logout period)
 - At any time if you wish to discontinue the training the to personal reasons, you will have to follow the company's resignation procedures.
 - Resignation procedure includes:—I month of notice period. In case, you won't be able to serve the motice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
 - All your information will be safe and confidential with Academor. Similarly, all the information acquired during the course of your employment shall remain confidential and you shall refrain from using it for your own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and gractices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OJT.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE:

(Candidate's Signature)

DATE: 10 9 1022

hr@eoedemor.com +91 8310181740



ANNEXURE

SI. No	Particulors	
1.	Professional / Educational Carificates and Mark Sheets towards:	
ļ	 10th standard or equivalent examination. 	
	12(h standard or equivalent	
	Graduation	
	Post-graduation / Doctorate	
	Other relevant educational or skill confidentions	
2.	Any one reiginal certificate (10°/12° or Degree Consolidated) for employment documentation.	
3	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS	
4	PAN Card, Voter ID or Orbing Licence Scenned Copy.	
5.	Bank Account Details. Bank Name, Your Name as per Bank records, Account Number, IPSC Code.	
 	Mandelory fully covid vaccinated report	

Please bring one original document either education conflicutes / nack slicers (70th or 72th) or Government Issued ID Card (Driving Licence/ PAN Card) for verification.

SIGNATURE:

(Candidate's Signature)

DATE: 10 1 1021.

Iv@ecademor,¢эт +91 8310181740





OL No: AM3574

Date : 45 July 2023

Dear Likitha A

Our hicing team was positively excited to get to know you over the interview call, it is our pleasure to offer you a position with ACADEMOR as an Academic Counsellor and you will be reporting to the office on 12 September 2023.

We believe you will be an excellent adultion to our team and are very much looking forward to having you enhourd.

The following confirms our armugements regarding your employment with ACADEMOR:

Date of Josaing 2 12 September 2023

Training Period : J2 September 2023 or 24 September 2023 - (Unpaid)

On the Job Training Start Date: 22 September 2023 On the Job Training End Date: 21 March 2024

Lucation of Training: Bangston: Stipend: INR 15000 Per Month

Incentives : INR 10000

Target: 200000 (NR per mouth.

You will be eligible for a Pre - Placement Offer of 4 to 6.5 LPA after completion of On the Job Training Pariod.

I have read and understood the terms and conditions and I accept this offer, at set forth above, with Academor, and will report on 12 September 2025.

SIONATURG: _____

(Candidate's Signalure)

DATE 11 9 2023

hr@academoi.com +918910181740



Traduling Policy

- Acceptance of this offer shows that you agree and are ready to perform the given responsibilities with due care
 und diligence; and in compliance with the management norms.
- The acceptance of this offer also shows your enthusiasm to work on a 2 boar shift from 11 am or 8pm (including breaks). You will be entitled to one day weekly off, (Depending on situations we might ask you to stay for sometime extra after your legons period).
 - At any time if you wish to descontinue the training due to personal reasons, you will have to follow the company's resignation procedures.
 - Resignation procedure includes:- + month of notice period. In case, you won't be able to serve in notice period you would be required to pay a compensation equal to 1 month stipend and you can be relieved from the company.
- All your information will be safe and confidential with Academor. Similarly, all the information acquired
 during the course of your employment shall remain confidential and you shall refrain from using it for your
 own purpose or from disclosing it to any third party.
- Upon conclusion of your employment, you will immediately return all of its property, equipment and documents including electronically stored information.
- You will have to cooperate with and follow all policies and practices of Academor for both yours and Academor's development.
- Post successful completion of the Training tenure, you will be prone to exciting pre-placement offers from Academor.
- The stipend cycle will start along with your OFF.

Please indicate your acceptance of this offer by signing below.

We at Academor extend a warm welcome to you and look forward to a mutually beneficial experience.

DATE: 11 9 2523

hr@academor.com +91.9310191740



ANNEXURE

SI. No	Particulars	
1.	Professional / Educational Certificates and Mark Sheets towards:	
Ì	 10th standard or equivalent examination. 	
]	+ 12th atmidard or equivalent	
	- Graduation	
	▶ Post-graduation / Declorate	
	Other relevant educational or skill settifications	
2	Any one original certificate (10*/12* or Degree Consolidated) for employment documentation.	
3.	COLOUR SCANNED COPY OF YOUR PHOTOGRAPHS	
4.	PAN Card, Voter ID or Driving Licence Scanned Copy.	
5 .	Bank Account Ociobs: Bank Name, Your Name up per Bank records, Account Namber, IFSC Code.	
 +	Mendatory fully covid vaccinated report	

Please bring one original document either education confilerates I mark sheets (10th or 12th) or Government issued ID Cord (Driving Licence/PAN Card) for verification.

SIGNATURE: 13 Work

(Condidate's Signature)

DATE: 11 9 2023

|v@academor.com +918310181740



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6 Komala No B. Govindo Raja

Sub: Appointment for the past of Research Associate/Research Assistants Field Investigator for ICSSR short term project.

Ref. The proceedings of the opening hold after the interview on 02-11-2023 and approval of Vice Chancellor.

We are pleased to inform you that, you are appointed as Field Investigator for the ICSSE short term project titled "Impact Study on Implementation of National Education Policy - 2020 in the Undergraduate Colleges of Karnataka", He/she will be paid Remoneration as per JCSSR swidelines. The appointment for the said project is for the period of 2.3 months starting from 06:11:2023. The work involves electing Colleges Universages/Institutions for collection of Data, compiling and analysis of collected data, and report writing.

Project Co-ordinator- ICSSR Project

Srupathongo University

Bengalura

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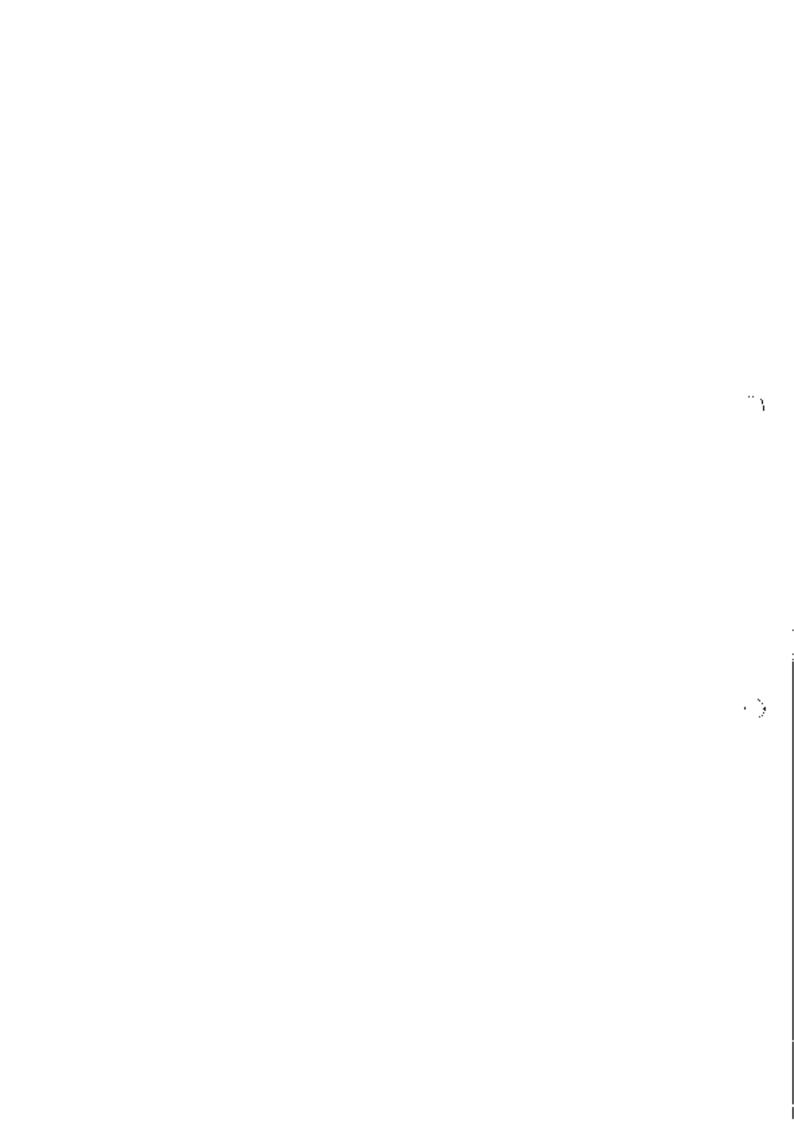
Neupathunga University

Bangaloro

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n articul editor en Rondrou - Station



molecular connections

CIN - U73200KA2001PTCG29092 ISO/IEC 27001:2013 certified

November 02, 2023

LETTER OF APPOINTMENT

Ms. Reshma K R #72/1, Near Bairaweshwara Saw Mill, Muneshwaranagara, Anchepalya, Vijayanagara, Bengaluru - 560073

Dear Ms. Reshma K.R.

Molecular Connections Private Limited (the "Company"), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

COMMENCEMENT OF EMPLOYMENT.

- 1.1 You are employed by the Company in the position of Scientific Analyst subject to the terms and conditions set forth in this Appointment Letter ("Letter"). Your employment with the Company shall commence from November 08, 2023 and be valid until terminated in accordance with the terms set forth in this Letter (the "Employment Period").
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or componeation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For loining purposes, you shall report to HR Manager of the Company.

MOLECULAR CONNECTIONS PVT. LTD.

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.

Ph.: 080 2669 0145 | Email: info@molecularconnections.com | www.molecularconnections.com

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- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Leiter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company.
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 MINIMUM SERVICE PERIOD You are required to serve the company for a minimum period of 12 months including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of INR 25000/- (Rupees Twenty Five Thousand only) including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or setary in lieu thereof.



SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in Annexure A appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

4. PLACE OF WORK

4.) Your place of work will be at the Company's office in Bangalore. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

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4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

5. RULES AND REGULATIONS

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State. Government or local authorities, as may be applicable, from time to time.

6. COMPLIANCE WITH APPLICABLE LAWS

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant that you have not, and shall not at any time during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, candidate for political office, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business.
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.



TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving atteast three (3) months prior notice in writing or payment in tieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your amployment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
 - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
 - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.

7.5 Misconduct will include without limitation:

7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;

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- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law:
- 7.5.4 Causing demage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secrecy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking taws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, firnit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.



- 7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidierles or affillates.
- 7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

CONFIDENTIALITY

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As an amployee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard *Non Disclosure of Confidential Information and Invention Assignment Agreement* as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way compellitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that compeles with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

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We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is confingent on successful completion of background and reference checks and starting work with the Company.

10. NON SOLICITATION AND NON COMPETITION

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

11. INDEMNIFICATION

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

12. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.



If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logg or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof

Yours Sincerely, For Molecular Connections Private Limited

Name : Jignesh Bhate

Title : Chief Executive Officer

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature: -

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Name of the Employee:

Reshma K.R.

Date: 03/11/2023



ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)

MA	ME	Ms. Reshma K R		
DE:	SIGNATION	Scientific Analyst		
~~~	ADE	7 2 November 08, 2023		
LE	VEL			
ËFI	FECTIVE DATE			
;;;·.	SALARY COMPONENTS	MONTHLY	ANNUAL	
	FIXED COMPONENTS			
A.	Basic + DA	15600	187200	
	Special Allowance	198	2376	
	M Bonus	3120	37440	
_	RETIREMENT BENEFITS			
В.	PF (Employer contribution)	1800	21600	
	Gratuity Contribution	751	9012	
Ċ.	OTHER BENEFITS			
	ESIC ( Employer contribution)	615	7380	
	MONTHLY CTC ( A+B+C)	22084		
	ANNUAL CTC (A+B+C)		265000	

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

# Food subsidy:

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the tunch supplied at the office cafeteds.

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary diabursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By: Date: November 02, 2023

Jignesh Bhate

Arathi



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# **Audit Trail**

DigiSigner Decument ID: c9786tc9-d5b4-4e6b-9463-adaabi0ca6aa

Signer

Email: arathi@molecularconnections.com IP Address: 117.213.169.111

Email: jignesh@molecularconnections.com IP Address: 2401:4900:62f0:7406:94ee:id9:cfc2:a027

Ernail: jignash@molecularonnections.com IP Address: 2401;4900;62/0;7406;94se;fd9:clc2,a027

Email: kmeshma720@gmail.com tP Address: 2409:406c:8e0a.ac9;7fb7:39f3xd761:b088

Email: k/reshma720@gmail.com IP Address: 2409:408e:8e0e:ae0:7fb7:30f3:d761:b088 Signature

Arathi

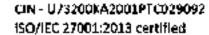
Jignesh Bhate Jignesh Bhate





Event	User	Time	IP Address
Upload document	hrteam@molecularconnection a.com	2/11/28 8:49:33 AM EDT	49.43.243.168
Open document	hrteam@molecularconnection s.com	2/11/23 8:49:35 AM EDT	49.43.243.168
Close document	hrtesm@molecularconnection s.com	2/11/23 8:50:08 AM EQT	49.43,243.158
Send for eigning	hrteam@molecularconnection s.com	2/11/23 8:52:14 AM EDT	49.43.243.158
Open document	arethi@molecularconnections .com	2/11/23 9:21:44 AM EDT	117.213,169.111
Sign document	erathi@molecularcomections .com	2/11/23 9:22:16 AM FDT	117.213 169.111
Close document	aratini@molecularconnections .com	2/11/23 9:22:16 AM EDT	117.213.169.111
Resend for signing	hrtsam@molecularoonnection a.com	2/11/23 9:47:56 PM EDT	2406;7400;51;4b2a;2841;78bf :845b:2d6f
Open document	iignesh@moleculerconnec€on s.com	3/11/23 2:00:27 AM EDT	2401:4900:62f0:7406:94ae:id 9:cfc2:a027
Sign document	jignesh@molecularconnection s.com	3/11/2 <b>3</b> 2:00:40 AM CDT	2401:4960:62f0:7466:94ae:fd 9:cfc2:a027
Close document	jigmesh@molecularconnection s.com	3/11/23 2:00:40 AM EDT	2401:4900:62f0:7406:94ae/fd 9:cfc2:e027
Open document	ktreshma720@gmail.com	3/11/23 2:28:51 AM EDT	2409:408c:8e0a:ec9:7fb7:39f 3:d761:b086
Sign document	krreehma720@gmail.com	3/11/23 2:31:36 AM EDT	2409:408c:8e0a:ac9:7fb7:39f 3:d761:b086
Close document	krreshma720@gmail.com	3/11/23 2:31:36 AM EDT	2409:406c;8e0a;sc9:7fb7:39f 3:d761:b086

PG.





November 20, 2023

# LETTER OF APPOINTMENT

Ms. Bhavana Reddy R 21/1, Banawadi Main Road, Maruthi Sevanagar, Bengaluru, Kamateka - 560033

Dear Ms Bhavana Reddy R,

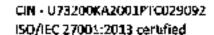
Molecular Connections Private Limited (the "Company"), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

#### 1. COMMENCEMENT OF EMPLOYMENT

- 1.1 You are employed by the Company in the position of Scientific Analyst subject to the terms and conditions set forth in this Appointment Letter ("Letter"). Your employment with the Company shall commence from November 22, 2023 and be valid until terminated in accordance with the terms set forth in this Letter (the "Employment Period").
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obtigations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

#### MOLECULAR CONNECTIONS PVT. LTD.

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070. Ph.: 080 2669 0145 [ Email: info@molecularconnections.com | www.molecularconnections.com





- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company.
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 MINIMUM SERVICE PERIOD You are required to serve the company for a minimum period of 12 months including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of INR 25000/- (Rupees Twenty Five Thousand only) including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to tegal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.



# SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in Annexure A appended to this Letter in accordance with Company's customery payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual doductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

## 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

#### 4. PLACE OF WORK

4.1 Your place of work will be at the Company's office in Bangatore. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, stretegic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.



4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or fams with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

## 5. RULES AND REGULATIONS

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State.
  Government or local authorities, as may be applicable, from time to time.

# 6. COMPLIANCE WITH APPLICABLE LAWS

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant that you have not, and shall not at any time during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, candidate for political office, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.



### TERMINATION OF EMPLOYMENT.

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in Iteu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving atteast three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in fieu thereof, in case of breach or non-compliance of the terms, conditions or slipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.

# 7.5 Misconduct will include without limitation:

7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;



- 7.6.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law.
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Sreach or non-observance of the terms, conditions or supulations contained in this Eatter;
- 7.5.6 Breach of the confidentiality/secrecy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of faw
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/les of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's effairs.



- 7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.
- 7.1) You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

# 8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

# 9. CONFIDENTIALITY

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As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "Non Disclosure of Confidential Information and Invention Assignment Agreement" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or propnetary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.



We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

# NON SOLICITATION AND NON COMPETITION.

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

#### 11. INDEMNIFICATION

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

#### 12. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations horsunder to any other person or entity. However, the Company may assign this Letter, in part or whote, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a walver of such powers, rights or remedies.



if any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the romainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you retaiting to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,
For Molecular Connections Private Limited

Jignesh Bhate

Name: Jignesh Bhate

Title : Chief Executive Officer

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Signature:

Name of the Employee:

Bhavana Reddy ₹

Date: 21/11/2023



# ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)

NA	ME	Ms. Shavana Reddy R Scientific Analyst 7 2		
DE	SIGNATION			
GR	ADE			
-	VEL			
EF	FECTIVE DATE	November 20, 2023		
Ī.: <u>:</u>	SALARY COMPONENTS	MONTHLY	ANBUAL	
	FIXED COMPONENTS			
A.	Basic + DA	16600	187200	
ļ	Special Allowance	198	2376	
	M_Bonus	3120	37440	
	RETIREMENT BENEFITS			
B.	PF (Employer contribution)	1800	21600	
	Gratuity Contribution	751	9012	
C.	OTHER BENEFITS			
<u> </u>	ESIC (Employer contribution)	615	7380	
	MONTHLY CTC (A+B+C)	22084		
	ANNUAL CTC ( A+B+C)		265000	

Your compensation has been structured to fecilitate better tax pleaning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

## (i) Food subsidy:

The Company would pay for subsidizing the food @ 60% of the cost to be paid by you, if you are availing the funch supplied at the office caleteria.

Please Note: MC has be-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By: Date: November 20, 2023

Jignesh Bhate

Anathi

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# Audit Trail

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Signer

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Signature

Email: erath@molecularconnections.com IP Address: 117.213.465.121

Email: |lgnesh@molecutarconnections.com |P Address: 117.99.206.96

Jignesh Bhate Jignesh Bhate

Email: fignesh@molecularconnections.com IP Address: 117.99.206.96

Email: bhavanareddy030@gmall.com IP Address: 2499:498c:9300:e46d:c908:5634:6d8d:fc/9

Email: bhavanareddy030@gmail.com th Address: 2409:406c:9300:a46dtc908:563f.5d8d:fcf9

Event	User	Time	IP Address
Upload document	hrteam@molecularconnection s.com	11/20/23 11:40:28 AM EST	2406:7400:51:9459:c0a8:55a e:7aba:be/1
Open document	hrteam@molecularconnection s.com	11/20/23 11/43.51 AM EST	2406;7400;51;9489;o0a8;5ba e:7aba;be/1
Close document	hrteam@motecularconnection s.com	11/2 <b>0/</b> 23 (1:44:29 AM EST	2406:7400:51:9469:c0a8:5ba e:7abatbef1
Sand for signing	hrieam@moleculerconnection e.com	11/20/23 11:47:52 AM EST	2406:7400:51:9469::0a8:5ba e:7ababef1
Open document	arathi@molecularconnections .com	11/20/23 10:01:58 PM EST	117.213,165.121
Sign document	arathi@molecularconnections .com	11/20/23 10:02:11 PM EST	117.213.165.121
Close document	arathi@molecularconnections .com	11/20/23 10:02:11 PM EST	117,213,165,121
Open document	ilgnesh@niolecularconnection s.com	11/20/23 10:23:46 PM EST	117.99.206.96
Sign document	ilgnesh@molecularconnection s.com	11/20/23 10:23:59 PM EST	117.99,205,96
Close document	ilgnesh@molecularconnection s.com	11/20/20 10:23:59 PN EST	117.99.208.98
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Open document	bnavanareddy030@gmab.co m	11/21/23 12:55:39 AM EST	2409:408c:9300:a46d:c908:5 630:6d8d:fcl9

Download document	theverareddy030@gmai.co m	11/21/23 12:56:51 AM EST	2409:408c:8300.a46d::908.5 63:5d8d:fef9
Sign document	thaverareddy030@gmoil.co m	11/21/23 12:57:00 AM EST	2409:408cc9300:648d:c908:6 630:8d8d:fcf9
Glose document	bhavahareddy030@gmeil.co m	11/21/23 12:57:00 AM EST	2409:408 <i>c</i> :9900ra4 <b>6d</b> :c <b>908</b> :5 63f;6 <b>d</b> 8d:fcf9





CIN - U73200KA2001PTC029092 ISO/IEC 27001:2013 certified

November 02, 2023

### LETTER OF APPOINTMENT

Ms.Sadvi R T No 14, SRS Nijaya, 8th Cross, Kamath Layout, Bangalore • 560073

Dear Ms. Sadvi R.T.

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Molecular Connections Private Limited (the "Company"), along with its subsidieries and group companies, is pleased to offer you employment on the following terms and conditions:

### 1. COMMENCEMENT OF EMPLOYMENT

- 1.1 You are employed by the Company in the position of Scientific Analyst subject to the terms and conditions set forth in this Appointment Letter ("Letter"). Your employment with the Company shall commence from November 08, 2023 and be valid until terminated in accordance with the terms set forth in this Letter (the "Employment Period").
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

### MOLECULAR CONNECTIONS PVT. LTD.

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.

Ph.: 080 2669 0145 | Email: info@molecularconnections.com | www.molecularconnections.com



- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company.
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 MINIMUM SERVICE PERIOD You are required to serve the company for a minimum period of 12 months including your probation period. Please note that if you decide to teave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of INR 25000/- (Rupees Twenty Five Thousand only) including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee/
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in Seu thereof.



### 2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in Annexure A appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation peckage will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

### 3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

### 4. PLACE OF WORK

4.1 Your place of work will be at the Company's office in Bangalore. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.



4.2 The Company may also require you to complete cartain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

### 5. RULES AND REGULATIONS

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you underteke to be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State.
  Government or local authorities, as may be applicable, from time to time.

### COMPLIANCE WITH APPLICABLE LAWS

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant that you have not, and shall not at any time during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, candidate for political office, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business.
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.



### 7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving atleast three (3) months prior notice in writing or payment in fieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
  - 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
  - 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.

#### 7.5 Misconduct will include without limitation:

7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;



- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abelling the conduct of a strike in contravention of any law:
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secrecy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any oriminal or illegal activity breaking taws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any turber liability lowards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all properly/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.



- 7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its substituties or affiliates.
- 7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

### GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

### 9. CONFIDENTIALITY

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As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "Non Disclosure of Confidential Information and Invention Assignment Agreement" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.



We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

### 18. NON SOLICITATION AND NON COMPETITION

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

### 11. INDEMNIFICATION

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

### 12. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a weiver of such powers, rights or remedies.



If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you releting to the subject matter hereof, and supersedes all prior and contemporaneous discussions, egreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely, For Molecular Connections Private Limited

Jignesh Bhate Name: Jignesh Bhate

Title : Chief Executive Officer

I have read and hereby accept the terms and conditions of this Letter of Appointment;

Signature:

Name of the Employee:

Date:

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# ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)

14

NA	ME	Ms. Sadvi R T		
DE:	SIGNATION	Scientific Analyst		
GR	ADE		7	
	VEL	2		
EF	FECTIVE DATE	Novembe	er 08, 2023	
	SALARY COMPONENTS	MONTHLY	ANNUAL	
	FIXED COMPONENTS			
A.	Basic + DA	15800	187200	
	Special Allowance	198	2376	
	M_Bonus	3120	37440	
_	RETIREMENT BENEFITS			
8.	PF (Employer contribution)	1800	21800	
	Gratuity Contribution	751	9012	
C.	OTHER BENEFITS			
	ESIC (Employer contribution)	615	7380	
	MONTHLY CTC ( A+B+C)	22084		
	ANNUAL CTC (A+B+C)		265000	

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

### (i) Food subsidy:

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeleria.

Please Note: MC has tie-up only with ICICI and HDEC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one end notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Signed By: Date: November 02, 2023

Gignesh Bhate

Arathi



Ref: TIFR/NCBS/RA/LS/2023

8th November 2023

Ms. Lakshmi Shree C/o. Dr. Dimple Notani National Centre for Biological Sciences (NCBS) Tata Institute of Fundamental Research (TIFR) GKVK Post, Bellary Road Bangalore - 560 065 E-mail: lakshmis0724/2gmail.com

Dear Ms. Lakshari Shree,

I am writing to offer you a position as Research Assistant in the laboratory of Dr. Dimple Notani at National Centre for Biological Sciences (NCBS), TIPR, Bangalore. This appointment is for the period 1st November 2023 to 30st April 2024. Extension of this appointment is contingent on a favourable review of your performance.

You will be paid a monthly fellowship of Rs.25,000/- and a House Rent Allowance (HRA) as per norms. Accommodation is not provided with this appointment and terms and conditions are as described in the Annexure to this letter.

Kindly let us know whether you wish to accept the position on the terms stipulated above and if so, report to Academic Office (acadoffice@ncbs.res.in) for other joining formalities.

With best wishes,

Yours sincerely,

Rajesh K Ladher

#### ANNEXURE

### Terms and Conditions

- Please ensure that you read the new joining instructions attached.
- You are required to bring your <u>Original Mark sheets/Certificates along with a set of self-attested photo copies of your mark sheets/certificates starting from SSLC onwards at the time of joining.</u>
- You are required to submit four (4) recent passport size colour photographs at the time of joining.
- 4. It is mandatory to attend and successfully pass the "Lab safety course" followed by another mandatory session on "Campus Ethics" for activation of your 1D card and processing your salary. These sessions are conducted on first Thursday of each month.
- Your appointment will be subject to your medical fitness as certified by the Centre's Medical Officer.
- It is mandatory to subscribe to the Group Mediclaim Policy of the Centre from the date of joining the Centre.
- 7. Leave rules as per the norms of the Institute.
- 8. Your appointment is temporary and is liable to be terminated without assigning any reason. If you intend to resign, you will be required to give one month's notice period or by payment of one month's emoluments in lieu of notice period.
- You shall at all times, be required to carry out duties and responsibilities assigned to you
  by the Institute in compliance with established policies and procedures of the Institute and
  amendments issued from time to time.

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No. ADMINITEDIANOSI-S Cole: (3- 11-2033

Ms. Sanjana S Kareput PF-182, V6 Golden Mådt Apertonent. Bannaganga Magre, Jennabharalbi, Bangakers-869850 Ph Mg : 7389458676

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Sus. Recordment to the post of "Project Patients". Met Adventiceus: No. 07/2028 dated 27 09 2028.

This rise reference to your appreciation for this post of "People" Federa of and interview held up to 30.2022, in this sequent we are pleased to inform you that, you have been selected to the post of "Project Patrick" of on these same constraint basis in the brother Accordingly, Other of Appreciational is acqued for the said good, on the effective terms and considered.

1.	Consider of Approximation C	Fire soul is blent-form house trained apparationed for Two Years Open the date of reposing for duly or Co-Terminan with the Project Culturation is carlied; subject to half yearly wellow. Your apparations may be terretrated at any time by the tractable without contyning any revenue by giving a matter of one promits.
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1	Levist	Owe say for each example of men in will be eligible. For interior properties of pre-matrix
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5.	Prohibition of deaths . employment is	You what too he whole hims ungrouped of the leatants and stall not suggest proceed to any other was, problemas association or employment either two large or whereing during the posted of your employment of wood uldahing separate parallelation has the british



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Subject Offer Alter

With reference to your application for imployment in our Company and the subsequent information you had with its we are pleased to refer you the rate of * Olympia Marketing —Assaulted* to Bangalors with the Company.

We will be offering you a CTC of its, 3,50,543% p.a. subject to stallmary coductions. A detailed appointment inter will be beyond along with some erest conditions you the date of joining.

You will be of probation for a period of the reporter. You will be reporting to the "Marjesting. Manager". You will be required to join the suggestation on 1 to Occention 2023, eithe which the testor is put to your.

Your offer has been ready best of on the information fundshed by you. However, if there is a discrepency in the department or cert it, after them by you as proof of the yours, we retain the right to motion can offer of emproperson.

If the above proposal is acceptable to you, please report by constitute from the date of joining.

Thursday You,

En Appeter Woundance For Light

AURICALISM Signatory

Pegg, Odios & Fernery : 6-73, MRS vidualitiol Alexa Feliationed Revi Russa. Fernegating - 560 DG4 Examptoko, India Prione - 91 BN-27275AM, Roy - 91 60-38461940. Email: Minoteophigman (com), Wydu - www.Fernesschauer CMI 690-- 074999662547970101965



# 5.2.1 Number of outgoing students who got placement during the year

**Total Number: 146** 

Sl.No	Name of student placed with his/her contact details	Programme completed	Name of the employer with contact details	Pay package at the time of appointment
1				**
	Ananya K A	BCOM	Empower	3 LPA
2	Chandana R	BCOM	Empower	3 LPA
3	Laya L	BCOM	Empower	3 LPA
4	Chaitra N	BCOM	Empower	3 LPA
5	M.Neeraja Reddy	BCOM	Empower	3 LPA
6	Harshitha.S	BCOM	Empower	3LPA
7	Preethi	BCOM	Empower	3LPA
8	sakshi Tiwari	BCOM	Empower	3LPA
9	RifaTehreem	BCOM	Empower	3LPA
10	Srinidhi. M	BCOM	Empower	3LPA
11	Natasha Rao	BCOM	Empower	3LPA
12	Varsha S	BCOM	Empower	3LPA
13	Rubenataj	BCOM	Empower	3LPA
14	Aishwarya M	BCOM	Empower	3LPA
15	Sindhu Byravi S	BCOM	Empower	3LPA
16	ShaistaUbed	BCOM	Empower	3LPA
17	Ashwini M	BCOM	Empower	3 LPA
18	Yashashree L	BCOM	Empower	3LPA
19	Chaitra N	BCOM	Empower	3LPA
20	Raksha D V	BCOM	SocieteGenerale	464466 LPA
21	Shreya R	BCOM	SocieteGenerale	464466 LPA
22	Avanthika R	BCOM	societegenerale	464466 LPA
23	Arushi A Singh	BCOM	Moss Adams	6 LPA
24	Saniya Shaikh	BCOM	Moss Adams	6 LPA
25	Nayana K	BCOM	Moss Adams	6 LPA
26	Prakruthi K A	BCOM	Moss Adams	6 LPA
27	Pushpa R	BCOM	Infosys	2.16 LPA
28	jyothika R	BCOM	Infosys	2.16 LPA
29	Harshika.L	BCOM	Infosys	2.16 LPA
30	Bhavya.S	BCOM	Infosys	2.16 LPA
31	Charu R	BCOM	EY	21000 pm
32	Sandhya V	BCOM	EY	21000 pm
33	PrithikaShakthi J	BCOM	EY	21000 pm
34	Poojashree K	BCOM	EY	21000 pm
35	Bhoomika R	BCOM	EY	21000 pm
36	Pavithra P	BCOM	EY	21000 pm
37	Deepthi U	BCOM	Deloitte	382500 CTC
38	Chaithra G R	BCOM	Northern Trust	340000 LPA

39	Devika B	BCOM	Northern Trust	340000 LPA
40	Keerthana N	BCOM	Northern Trust	340000 LPA
41	Bhavya S	BCOM	Northern Trust	340000 LPA
42	Prathibha D	BCOM	Northern Trust	340000 LPA
43	Jaishree B	BCOM	Northern Trust	340000 LPA
44	Manisha F S	BCOM	Northern Trust	340000 LPA
45	Kalpita Chakraborty	BCOM	Northern Trust	340000 LPA
46	Anjali Yadav	BCOM	Northern Trust	340000 LPA
47	Meghana R	BCOM	Academor	4-6.5LPA
48	Rakshitha R	BCOM	Academor	4-6.5LPA
49	Surya S	BCOM	Academor	4-6.5LPA
50	Netra Muttur	BCOM	Academor	4-6.5LPA
51	Sneha V	BCOM	Academor	4-6.5LPA
52	Gunashree H G	BCOM	Academor	4-6.5LPA
53	A. Jhansi Bhownsly	BCOM	Academor	4-6.5LPA
54	Pavithra R	BCOM	Academor	4-6.5LPA
55	noorsaba	BCOM	Academor	4-6.5LPA
56	Monika R	BCOM	Academor	4-6.5LPA
57	Shubha M	BCOM	Academor	4-6.5LPA
58	Chitra V	BCOM	Academor	4-6.5LPA
59	Sneha S Rao	BCOM	Academor	4-6.5LPA
60	Ayeesha	BCOM	Academor	4-6.5LPA
61	Kavyashree B	BCOM	Academor	4-6.5LPA
62	Anitha P	BCOM	Academor	4-6.5LPA
63	Chandana H	BCOM	Academor	4-6.5LPA
64	Mamatha R N	BCOM	Academor	4-6.5LPA
65	Sheema	BCOM	Academor	4-6.5LPA
66	Chaithanya K	BCOM	Academor	4-6.5LPA
67	Preethika R	BCOM	Academor	4-6.5LPA
68	Meghana G	BCOM	Academor	4-6.5LPA
69	Pavithra M D	BCOM	Academor	4-6.5LPA
70	Meenakshi	BCOM	Academor	4-6.5LPA
71	Shubhashini R	BCOM	Academor	4-6.5LPA
72	Sushmitha T K	BCOM	Academor	4-6.5LPA
73	Kavya	BCOM	Academor	4-6.5LPA
74		BCOM A &		
	LalitaRebiya S	F	Academor	4-6.5LPA
75	V! 4	BCOM A &	A 1	4 C 51 DA
76	Vindyavathi V Karnad	F BCOM A &	Academor	4-6.5LPA
/0	IsrathBanu	F F	Academor	4-6.5LPA
77	Lakshmi Soundarya S	BCOM	Academor	4-6.5LPA
78	Binduja P	BCOM	ICICI prudential	2.7LPA
79		BCOMA &	production	
	Manya v	F	ICICI prudential	2.7LPA
80	Lavanya V	BCOM	ICICI prudential	2.7LPA

81	jyothi A	BCOM	ICICI prudential	2.7LPA
82	Shravani S	BCOM	teachnook	4LPA
83	Sneha S Rao	BCOM	teachnook	4LPA
84	Subhashini B	BCOM	teachnook	4LPA
85	Harini S	BCOM	teachnook	4LPA
86	Jeevika D	BCOM	teachnook	4LPA
87	Manya v	BCOM A & F	BYJU'S	8LPA
88	ZebaAfreen	BBA	Empower	3LPA
89	Benakashree M	BBA	Empower	3LPA
90	Keerthika Jain	BBA	Deloitte	3.82LPA
91	Riya Singh	BBA	Bajaj Allianze	3.5LPA
92	Neha kumari . M	BBA	Academor	4-6.5LPA
93	Suchitra TR	BBA	Academor	4-6.5LPA
94	Sushmitha MN	BBA	Academor	4-6.5LPA
95	Ramya R	BBA	Byju's	5-8LPA
96	Sahana S	BBA	Byju's	5-8LPA
97	Keerthana M	BBA	Byju's	5-8LPA
98	FanusBanu	BBA	Byju's	4-6LPA
99	NEERAJA	BBA	Academor	4-6.5LPA
100	SINDHU REDDY	BBA	BAJAJ Allianze	3.5LPA
101	GousiyasabahHonnalli	BCA	Deloitte	3,82,000
102	Pallavi. S	BCA	SAP	3,00,000
103	Ananya. A. kukanur	BCA	Dell	5,87,430
104	vasukidamodarmoger	BCA	Dell	5,87,430
105	shameembanu	BCA	Mindtree	3.1 LPA
106	sayeedaMeherunnisaMecci	BCA	Mindtree	3.1 LPA
107	Hemalathachappa	BCA	Mindtree	3.1 LPA
108	Anusha. P	BCA	Mindtree	3.1 LPA
109	SwarnaJyothi U	BCA	Academor	4-6.5LPA
110	Sindhushree A	BCA	Academor	4-6.5LPA
111	Pallavi R	BCA	Academor	4-6.5LPA
112	Sowmya M	BCA	Academor	4-6.5LPA
113	Likhitha L	BCA	Academor	4-6.5LPA
114	Navya R	BCA	Academor	4-6.5LPA
115	Tanushree	BCA	ICICI prudential	2.7LPA
116	Bhavana K V	BCA	Teachnook	4LPA
117	Navya R	BCA	Teachnook	4LPA
118	Likhitha L	BCA	Teachnook	4LPA
119	Anushree C	BCA	Teachnook	4LPA
120		BCA	Teachnook	4LPA 4LPA
121	Nayana A V Monica V	BCA	Teachnook	4LPA 4LPA

122	Kruthi Mohan	BCA	Teachnook	4LPA
123	Priya Tiwari	BCA	Teachnook	4LPA
124	Varshitha G	BCA	Teachnook	4LPA
125	Sushmitha D	BCA	Unisys	2.4LPA
126	Nayana AV	BCA	Unisys	2.4LPA
127	Nirmala M	BCA	Unisys	2.4LPA
128	Pooja M	BCA	Unisys	2.4LPA
129	Pooja M	BCA	Wipro	15,000 per month
130	Neha S	BCA	Byjus	4LPA
131	Rupalsinha	BCA	Byjus	4LPA
132	Ramya s	BCA	Arrow	2.4LPA
133	Tanushree	BCA	icici prudential bank	3.5LPA
134	Saniya aiman	BCA	Arrow	2.4LPA
135	Sahana M	BCA	Arrow	2.4LPA
136	Likhitha L	BCA	Byjus	4LPA
137	Varshitha G	BCA	Byjus	4LPA
138	Anushree C	BCA	Byjus	4LPA
139	Asa.S	BCA	Byjus	4LPA
140	BhanuPriya C S	BSc	Teachnook	4LPA
141	FarameenFathimey	BA	Mozo Hunt	6LPA
142	Jaya Sharma	BA PJS	Amigos	4LPA
143	Bindu B	BA HES	Arrow	4LPA
144	Likitha A	MCOM	Academor	4-6.5LPA
145	VarshithaGangatkar R	MCOM	Academor	4-6.5LPA
146	Hemalatha R Pai	MCOM	Academor	4-6.5LPA







# Dear Deekshitha P,

On behalf of **Stack Edutech Pvt. Ltd**, it is with great pleasure that I extend an offer to join our organization as an intern/trainee in **Sales & Marketing.** Your demonstrated talent and commitment to excellence align seamlessly with our company values, and we are confident in our decision that your presence will greatly enhance our team's capabilities.

Internship Details: Position: Business Development Associate

• **Department/Team:** Sales & Marketing

• **Duration:** 4 Months

Location: Bangalore/BengaluruTraining Date: 28-07-24 to 06-08-24

OJT Start date: 07-08-24OJT End date: 07-12-24

Throughout your internship, you will have the **opportunity** to:

- Work in a **dynamic & inclusive environment** with abundant room for growth.
- Learn under our crew of diverse yet experienced mentors.
- Take part in the company's cultural activities and make connections in the industry.

### Compensation and Benefits:

- Stipend: INR 16000 + 10000 (performance based)
- PPO: 4 to 6 LPA (Conditional on performance)
- Access to company domains and confidential company information. (See Terms & Policy) Target:

#### 150000 INR PER MONTH

To formalize your acceptance of this offer, **please carefully review and sign** the attached **[Internship Offer Agreement/Contract]** and return it to us within **24 hours** of receiving this letter. Your

### date of joining is 28-07-24

We are enthusiastic about the prospect of you joining our distinguished team and are confident that this internship will be a mutually rewarding experience. Should you have any queries or require further clarification, please do not hesitate to contact our HR team at 7014831228.

### Congratulations on your internship offer!

We eagerly anticipate your affirmative response and look forward to welcoming you into our ranks.





Please indicate your acceptance, by signing the letter and mailing the signed and scanned soft copy of the Job Offer Letter and the documents as mentioned below within 1 day(s) from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of STACK EDUTECH if we do not receive your "I am accepting this according to the timeline mentioned."

(See Annexure for list of documents)

STACK

Candidate Signature

Date





# TERMS & POLICY

I HAVE READ AND UNDERSTOOD THE ABOVE TERMS AND CONDITIONS AND I ACCEPT THIS OFFER, AS SET FORTH ABOVE, WITH STACK EDUTECH, AND WILL REPORT ON OR BEFORE 28th JULY 2024.

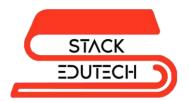
- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.
- During the training period you will not receive any of the employee benefits that regular employees receive.
- During the training period, the company will have all the rights to terminate your services without offering any reason. You are required to give 15 Days' notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the Job due to personal reasons, you will have to pay compensation equal to 1-month Salary.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or disclosing it to anyone.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company email of your manager only.

Post successful completion of the tenure, the candidate will be prone to performance-based offers by the

company.

- +917014831228
- admin@stackedutech.in
- HSR Layout, Sector 7, Bangalore



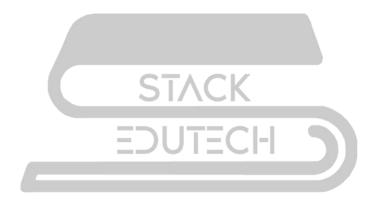


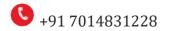
# **Annexure**

- 1. Professional/ Educational Certificates and Mark Sheets towards:
- 10th standard or equivalent examination (Original MS for Verification)
- 12th standard or equivalent examination (Original MS for Verification)
- Graduation
- Post-graduation / Doctorate

Other relevant educational or skill certifications

- 2. COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
- 3. PAN Card, Voter ID or Driving License Scanned Copy.
- 4. Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.





admin@stackedutech.in

O HSR Layout, Sector 7, Bangalore



Dear **Candidate**, Congratulations!!

Thank you for your participation in the 'Campus Recruitment Program'. We are happy of your selection and pleased to offer you an opportunity to join us for the position of Associate Specialist at Great West Global Business Services India Pvt. Ltd ("Great West Global" or "Company"). Your place of work would be Bangalore and the same is subject to change based on the business requirements

Your annual Total Fixed Pay would amount to **INR 300,000** INR. Your bonus reward opportunity will be 8% of your earned Total Fixed Pay. Annual Bonus Program awards are contingent on a variety of factors including individual and Company performance and will be determined by the Company in its sole discretion.

Your employment with Great West Global is contingent upon successful completion of the following conditions:

- A) The Company shall conduct background checks which may include your work history, education details, criminal history, and other information as required by company policy, client requirements and applicable laws as per normal process and procedures.
- B) You are required to complete your current academic course with an aggregate of 50% in the first attempt in the current academic year with no backlogs

Subject to satisfactory completion of the above conditions and at the sole discretion of the Company, you will be formally offered to join Great West Global Business Services India Pvt. Ltd.

Our formal Offer letter for Employment will be handed over to you on or prior to the date of joining. Kindly accept this offer, by signing in the space provided below and return it to us as token of your acceptance. In case of any queries please feel free to contact **Ms. Deepa Sharma on deepa.sharma@empower.com** 

We once again like to congratulate you on your selection and welcome you to Great West Global Business Services India Pvt. Ltd. Family. We look forward to a long and mutually rewarding association.

Sincerely,

For Great West Global Business Services India Pvt. Ltd.

**Great West Global Business Services** 

India Private Limited – Serving Empower and Putnam Embassy Tech Village SEZ, 1st Floor, Block 2A Building CIN - U74900KA2014FTC077522 West Tower, Sarjapur Outer Ring Road Devarabisanahalli, Bangalore 560103

**Authorized Signatory** 

Name: Harini D

Name of the College/Institute: maharani Lakshmi ammani college for women autonomous

Date: 03/01/2024

Signature Harini D:



Nov 29, 2024

Harshitha V Bangalore, Karnataka, 562162 Mobile Number: 7483893997

Dear Harshitha V,

7-Eleven Corporate Services India LLP, henceforth referred to as, 7-Eleven / Organization is pleased to offer you the position of **Finance Associate I at our Bangalore office**.

You are expected to start on the **December 02, 2024,** which will be referred to as your Date of Joining (DoJ) henceforth.

We are offering you a total compensation including performance linked bonus (referred to as 7-Eleven Corporate Incentive Plan) of **INR 510,000.** Your target annual bonus is **INR 22,486** and is subject to terms and conditions of the bonus plan and any adjustment thereof at the sole discretion of the Organization.

Please refer to Annexure A attached with this letter outlining the break-up of your compensation. Your compensation will be subject to withholdings / deduction of tax at source and provident fund and gratuity following prevailing regulations.

You are eligible for group medical insurance coverage for hospitalization as per the Organization's policy.

You will be eligible for leave and holidays under the Organization's leave policy. The Organization reserves the right to alter the policy from time to time.

You will be on probation for 90 days from your date of joining the Organization. If not confirmed by the Organization in writing upon completion of 90 days, your probation period shall be deemed to have been extended further. Completion of probation period will be specifically confirmed in writing by the Organization. Your appointment with 7-Eleven subjects you to be bound by all employment rules, regulations, policies, and guidelines issued by the Organization from time to time.

Your employment is contingent upon completion of a successful background check. This will be conducted by such third party agency whose services are contracted by the Organization, and by accepting this conditional job offer, you agree to provide personal information for the purpose of completion of a background check as contemplated herein (which includes disclosure of such personal information to third party agencies).

Please bring completed documentation (list will be provided by the recruiter) for the completion of your new-hire requirements. Please indicate your acceptance of our offer by returning a signed copy of this letter along with the Background Check Release no later than [date], failing which this offer of employment will automatically stand canceled. If you have any questions about this offer, please contact your recruiter or me with questions.



Failure to start on the date of joining listed here, without the prior written consent of the Organization, may constitute a withdrawal of this offer.

We look forward to having you as part of our team.

Please reach out to <a href="mailto:GM-GSCTalent@7-11.com">GM-GSCTalent@7-11.com</a> in case of any queries.

Sincerely,

Jennifer Goschke SVP, Shared Services

Jenny Goodle

I have read and understood the provisions of this offer of employment, and I accept the above conditional job offer. This offer shall remain open until [date].

Signature: Harshitha V Date: _____

### Annexure A – Compensation Breakup

Name	Harshitha V	
Date of Joining	December 02, 2024	
Job Title	Finance Associate I	

Component of Pay	Calculation Reference	Calculated as	Amount in INR p.a.
Basic Salary	А	50% of Base Pay	224,858
House Rental Allowance	В	40% of Basic Salary	89,943
Special Allowance	С	Balancing figure	134,915
Base Pay	D = (A + B + C)	Sum of all cash components	449,716
Employer contribution to Provident Fund	E	12% of Basic Salary	26,983
Gratuity	Н	4.81% of Basic Salary	10,816
7-Eleven Corporate Incentive Plan	G	Defined as a percentage of Base Pay for on-target performance; amount paid is subject to company and individual performance conditions being met	22,486

Total Compensation	H = D + E + F+ G	Sum of all components	510,000