



S.I.W.S.
N.R. SWAMY COLLEGE OF COMMERCE & ECONOMICS
AND SMT. THIRUMALAI COLLEGE OF SCIENCE
337, Major R. Parameshwaran Marg, Sewri-Wadala Estate,
Wadala, Mumbai - 400031


Criteria-5.2.1

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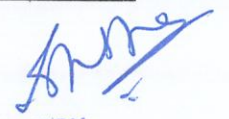
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Date: February 23, 2021
Ref: LTI/HR/Campus/NE1/2021
Name: Reyhan Tamboli
College: South Indian Welfare Society

OFFER OF EMPLOYMENT

Dear **Reyhan Tamboli**,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Associate Trainee.

During the initial training period of 12 months, your CTC including all benefits will be Rs.2,63,037/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



Date: February 23, 2021

Ref: LTI/HR/Campus/NE1/2021

Name: Mohammad Atiq Mansuri

College: SIWS COLLEGE

OFFER OF EMPLOYMENT

Dear **Mohammad Atiq Mansuri**,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs.2,63,037/- as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

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4. **Background Verification**

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. **Service Agreement**

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. **Letter Acceptance**

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.lintinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,


For Larsen & Toubro Infotech Ltd.



Nikhil Govekar
Associate Director -
Campus Recruitment,
Learning & OD

I have read the letter and accept the same.


Signature and Date


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ANNEXURE-1

Name	: Mohammad Atiq Mansuri	Date	: February 23, 2021
Salary Grade	: AT1		
Components	Rs. p.a.	Rs. p.m.	
Basic		15,000	
Bouquet of Benefits		3,000	
A. Base Salary (PA)	216,000	18,000	
Annual Incentive	10,000		
B. Total Variable (PA)	10,000		
C. Total Target Cash (A+B)	226,000		
Provident Fund (PF)	21,600	1,800	
Gratuity	8,664	722	
Mediclaime Premium	6,773		
D. Retirals & Other Benefits	37,037		
Cost to Company (CTC) C+D	263,037		


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Offer: Computer Consultancy
Ref: TCSSL/DT20217724898/Mumbai
Date: 02/06/2021

Mr. Mayuresh Dinesh Rawal
R15, Ramnagar Seva Sangh Flank Road,
Matunga,
Mumbai-400019,
Maharashtra.
Tel# 91-7977744256

Dear Mayuresh Dinesh Rawal,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be ₹1,90,926/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹7,950/- per month.

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TCSSL/DT20217724898

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Anne
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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath

Girish V. Nandimath
Global Head Talent Acquisition & AIP



Click [here](#) or use a QR code scanner from your mobile to validate the offer letter

- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xperience Centres
- Annexure 3: Confidentiality and IP Terms

Shruti
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GROSS SALARY SHEET

Annexure 1

Name	Mayuresh Dinesh Rawal
Designation	Graduate Trainee
Institute Name	Siws College, Mumbai

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

Signature
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 Wadala, Mumbai - 400 031.





CS

Ref: TCSL/DT20217767898/1516155/Pune
Date: 11 June 2021

MS. SWETA KAMLAKAR HATISKAR
337 Motilal Nehru Nagar null,
Antophill, Mumbai,
Maharashtra-400037.
Tel# 919322724277

Sub: Joining Letter

Dear Ms. Sweta Kamlakar Hatiskar,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **08th July 2021** . your joining location is **Nagpur** . work location is **Nagpur** and your stream is **Internal IT** . This has been provided considering your preference and business requirements.

Shree

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Ref: TCSL/DT20217724871/1519084/Mumbai
Date: 12 June 2021

MR. SHIVRAJ SALUNKHE
R19, Ramnagar Seva Sangh Flank Road,
Matunga, Mumbai,
Maharashtra-400019.
Tel# 919987906312

Sub: Joining Letter

Dear Mr. Shivraj Salunkhe,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **08th July 2021**, your joining location is **Mumbai**, work location is **Mumbai** and your stream is **CBO**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



[Signature]
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Private and Confidential

TATA CONSULTANCY SERVICES

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021

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Offer: Computer Consultancy
Ref: TCSL/DT20217825972/Mumbai
Date: 05/07/2021

Mr. Biki Pradip Adak
Room No:371, Devram Dada ChawlSmd Road,
Antophill Post Office,
Mumbai-400037,
Maharashtra.
Tel# -

Dear Biki Pradip Adak,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pckhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

[Signature]
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Wadala, Mumbai - 400 031.





Offer: Computer Consultancy
Ref: TCSL/DT20217922208/Hyderabad
Date: 20/11/2021

Mr. Saurabh Kumar Satiram Verma
Room No 362 ,Shivshankar NagarSalt Pan Road,
Wadala East,
Mumbai-400037,
Maharashtra.
Tel# -

Dear Saurabh Kumar Satiram Verma,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be ₹1,90,926/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

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[Handwritten Signature]

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

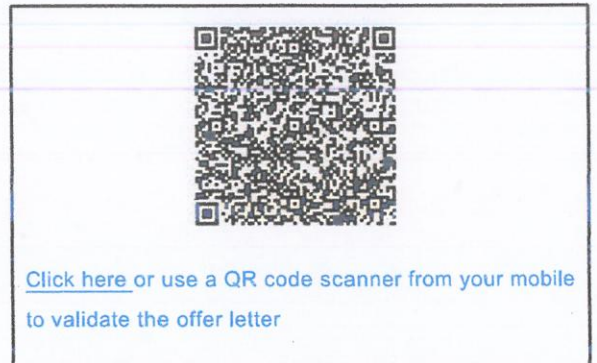
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xperience Centres
- Annexure 3: Confidentiality and IP Terms



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GROSS SALARY SHEET

Annexure 1

Name	Saurabh Kumar Satiram Verma
Designation	Graduate Trainee
Institute Name	Siws College, Mumbai

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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



[Signature]
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DealShare

Ref-DSO-TS-0221-102

Date: 19th April 2021

Bhavana Jishi

Mumbai, Maharashtra - 400078

Designation: Lead- Customer Acquisition

APPOINTMENT LETTER AND CONFIRMATION

Dear Bhavana

We are pleased to offer you employment with Merabo Labs Private Limited (also known as Dealshare.in) ("the Company"), as Lead- Customer Acquisition Your date of reporting for work shall be 19th April 2021 ("Joining Date").

The remuneration offered to you, on a 'cost to company' basis, is **INR 3,00,000 (Rupees Three Lakhs Only)** payable commencing from the Joining Date in accordance with the terms of employment..

The Company believes the covenants set forth in this Appointment Letter are no more extensive than are reasonable and necessary to protect its interests. You are expected to independently evaluate and seek legal counsel in respect of the undertakings, covenants and obligations to be assumed by you pursuant hereto and your acceptance hereof will confirm that such undertakings, covenants and obligations do not bear harshly on you, and are acceptable to you.

Please confirm your acceptance of the offer contained herein for reporting for employment on the Joining Date on the terms and conditions contained in Appointment Letter. Relying upon your confirmation hereunder, the Company shall take relevant actions to provide and reserve for you a position on the Joining Date, subject to necessary background verification.

We look forward to you having an exciting and successful journey with the Company.

Yours Sincerely,
For **Merabo Labs Private Limited**,

Authorized Signatory

..... Acknowledgement.....
I confirm having read this Appointment Letter and am pleased to accept the offer contained in this Appointment Letter.

Signature:

Name:

[Handwritten Signature]
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Wadala, Mumbai - 400 031.





DealShare


ANNEXURE I

Salary Break-up Details

NAME	Bhavana Jishi		
DESIGNATION	Lead- Customer Acquisition		
LOCATION	Mumbai		
DEPARTMENT	Operations		
ANNUAL CTC - OFFERED	INR	3,00,000	
ANNUAL CTC - FIXED	INR	3,00,000	
ANNUAL CTC - VARIABLE	INR	5,000	
Component of Salary	Annual		Monthly
Basic	INR	1,80,000	INR 15000
HRA	INR	45000	INR 3750
LTA	INR	18,975	INR 1581
Special Allowance	INR	56025	INR 4668
Monthly Bonus	INR	-	INR -
GROSS SALARY (Fixed Components)	INR	3,00,000	INR 25,000
Employer Provident Fund	INR	17,400	INR 1,450
Employer ESIC	INR	-	INR -
component of Salary	INR	4,608	INR 384
TOTAL BENEFITS_ (Employer Contribution)	INR	22,008	INR 1,834
TOTAL CTC	INR	3,00,000	INR 25,000
Employee PF	INR	17,400	INR 1,450
Employee ESI	INR	-	INR -
Total Deductions (Employee's Contribution)	INR	17,400	INR 1,800
EXPECTED IN HAND SALARY	INR	282,600	INR 23,550

Subject to taxes**

** 15 days of Gratuity will also be a part of CTC when we decide to go for it as per the Govt. rule.


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TeamLease
Putting India to Work

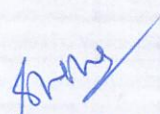


Name : Shivani Kesarwani

Emp.Code : 2211067

Deputed to : Tata Capital Financial
Services Limited

(Teamlease
Authorised Signature)


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Cat. Thirumalai College of Science
Wadala, Mumbai - 400 031



Residential Address:

Annai Shivkami Chawl Saibaba Nagar
90 Feet Road Mumbai Dharavi
Mumbai-400017

Mobile No : 9326891517

TeamLease Services Ltd

6th Floor, BMTC Commercial Complex
80 Feet Road, Koramangala,
Bengaluru, Karnataka 560095
Phone: 080 3300 2345

www.teamlease.com

Please direct any associate-related queries only to info@teamlease.com or call on 60000655 by prefixing the STD code of the nearest TeamLease office location.

Validity:

Till the last day of project closure or till the date of separation whichever is earlier.

Shri
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Wadala, Mumbai-400 031





Harshad Narendra Mhatre

Employee Code: 248987

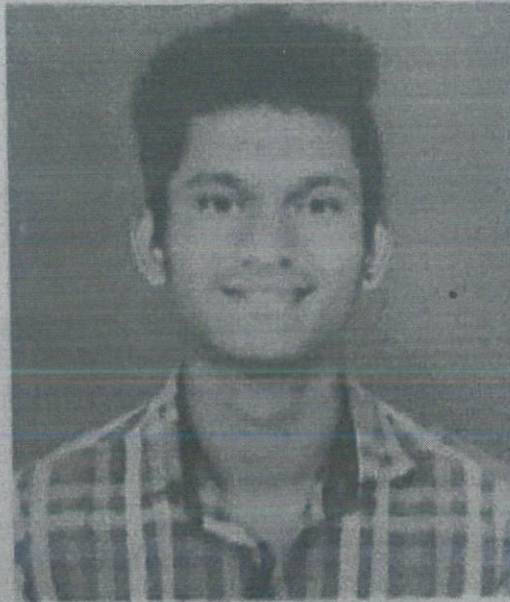
Mumbai

Deputed to Nivea India Pvt. Ltd

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Smt. Thirumala College of Science
V. J. Joshi, A. S. Joshi, 00 001.



Authorized Signatory



Shubham Sajjan Kokate

EMP Code : 140759

Location : Mumbai

Emergency : 9870925694

H. Parvati

Authorised Signatory



[Signature]
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Commerce & Economics And
Sri. Thirumalai College of Science
Wadala, Mumbai - 400 031.

Date August 13, 2021

Name Mr. KALPAK KANNAUJIA

Address

Dear **KALPAK KANNAUJIA**,

We are pleased to inform you that you have been appointed for a regular full-time position with PC Rounders LLC as a **“QA Automation Engineer”** effective August 13, 2021. The terms of employment have been attached to this letter. You will be based at our office in Pune, India, or Virtual (work from home) based on your performance. This offer is conditional upon completion of satisfactory references that could include but is not necessarily limited to, a review of past employment and education records.

Your 1st-year salary will be **INR 1,32,000/-** and 2-year salary will be **INR 1,92,000/-** INR paid as full time Employment. A minimum of 60 hours per week is required. Normal working hours are 6 PM – 4 AM, Monday to Saturday, 1 hour dinner break. The break of the income shall be arrived at in accordance with the policy structure of the organization.

We request you to submit the copies via E-mail of the following documents within 6 hours of offer letter.

- Copy of recent resume.
- Passport Size Photographs (colored).
- Copy of the Academic Certificates like HSC, Graduation, Post-Graduation, or any other.
- Degree diploma courses.
- Copy of Address Proof.
- Copy of PAN Card.
- Copy of Aadhaar Card.
- Experience letter.
- A canceled cheque with name and address printed on it or copy of passbook or bank statement (For Direct Deposit)

We trust that the information and supporting documentation you have provided to us is true, based on which you have received this offer for employment. Should there be any discrepancy in the information provided by you, kindly update it before you sign and return the offer letter. All the matters related to your appointment and compensation are strictly confidential and shall be treated as such at all times.

The details of our offer, including the terms and conditions of your employment, are attached as Schedule “A.”

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both PC Rounders and you with respect to your employment conditions. It details the terms and conditions of your employment with PC Rounders and will form our agreed-upon employment contract with you once signed.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule(s), initialing each page in the right-hand corner, and returning it to me upon your earliest convenience, but prior to your first day of employment.

Employee Initial: _____

SMK

PRINCIPAL

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Wadala, Mumbai-400 031.**



KALPAK KANNAUJIA, we look forward to welcoming you to the PC Rounders team and wish you a successful and rewarding career with us.

Sincerely,


Human Resource Department
PC Rounders LLC.

I, _____, acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined therein.

Signature

Date

Employee Initial: _____


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OFFER LETTER

TRISTHA

Date: 14th October 2021

Dear Mr. **Shubham Wadkar**,

It's been a great pleasure meeting and getting to know you.

In pursuance of the various discussions, we are happy to make you an offer for joining Tristha Global Pvt Ltd. company as an **Associate Test Engineer, Grade 1 Level 1**.

Your cost to company (CTC) will be **INR 3,00,000/- (Rupees Three lakhs only)** including all allowances and incentives, the breakup of which is attached in Annexure A to this letter. Your project location will be at any place **within Mumbai & Navi Mumbai** and you may also be required to travel within or outside the country from time to time to fulfil the project commitments and justify the role assigned to you.

The above offer is subject to the following terms and conditions:

- The offer of appointment is subject to you being found medically fit at all the times.
- This offer is subject to recommendation from 2 (two) qualified references to be furnished by you. The details of references need to be furnished by 17th October 2021.
- Successful completion of background verification check.
- You will be on probation for a period of twelve months from date of joining the services of our Company, during which the Company will review your work performance, interaction with your colleagues and customers, and suitability for the role. If your performance is found satisfactory and justifying the role assigned to you, your employment will be confirmed at the end of the probationary period in writing.
- You are liable to be transferred to any of the group companies / subsidiaries and their establishments in India and/or overseas. Upon such transfer, you will be governed by the terms and conditions applicable to that Establishment and location.
- You agree and undertake to continue to be in employment of the Company for a period of 2 (Two) years from the date of appointment ("Initial Commitment Period").
- The Company shall provide training to you for development skillset and such other technical know-how, same shall include instructive and technology training sessions for your benefit for such periods as decided by the Company, from the date of you joining the Company ("Training").
- Post the Training and upon acquiring the niche skills, you acknowledge and undertake that you will remain in the employment of the Company for a further period of 1 (one) year from the date of completion of the Training ("Renewed Commitment Period").

TRISTHA GLOBAL PVT LTD, The Central Offices, Plot No. 42/11 & 11A, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.

CHENNAI | MUMBAI | THIRUVANANTHAPURAM | COE

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- > In case of your resignation from employment of the Company, either during the Training or Initial Commitment Period or the Revised Commitment Period, as applicable, you will provide a prior written notice of 90 (Ninety) days.
- > You further undertake to be bound by the non-compete and non-disclosure/confidentiality obligations both during the term of employment with the Company and for a period thereafter as specified by the Company in the employment agreement.
- > Kindly provide HR with the following documents at the time of joining:
 - a. Copy of a valid Permanent Account Number (PAN) / Aadhaar Number / Passport Number
 - b. Copies of your education certificates, university transcripts and professional certificates / affiliations.
 - c. Proof of your age.

This offer is valid till 17th October 2021 before which you are required to confirm your acceptance.

Kindly sign the duplicate copy of this letter in token of your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Tristha Global Pvt Ltd.


Your Sincerely,

for Tristha Global Pvt Ltd

Executive Director

Acknowledgement

I accept the above terms and conditions and will report for work on 18/10/2021

Signature: 

Location: Sanpada (Navi Mumbai) Date: 19/10/2021



29.07.2021

Hruthik Bhoir
Mumbai

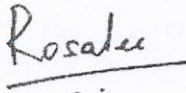
Dear Hruthik,

1. This has reference to the selection process for apprenticeship opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected as an apprentice in Mindtree.
3. You shall initially undergo Orchard Learning Programme conducted by Mindtree, which helps you to transition to the corporate world of technology solutions. The details of the Programme will be provided to you separately.
4. You will also be required to enroll for the Mindtree sponsored M-Tech Program by Birla Institute of Technology & Science, Pilani.
5. Your joining location would be Bhubaneswar and joining date would be communicated in subsequent mails. However for the moment you can work from home till further notice.
6. The terms and conditions of your apprenticeship are set out in Annexure 1 below. This apprentice offer letter along with the terms and conditions constitute the entire agreement in relation to your apprenticeship with Mindtree.
7. You agree to scan and upload the below original documents required for processing.
 - 10th, 12th and graduation (all semesters) mark sheets originals
 - Degree completion/provisional certificate originals
 - Pan card original
 - Aadhaar card original
 - Voter ID / Driving license original
 - 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this apprentice offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at Campus.Offers@mindtree.com.

Thank you,
For Mindtree Limited



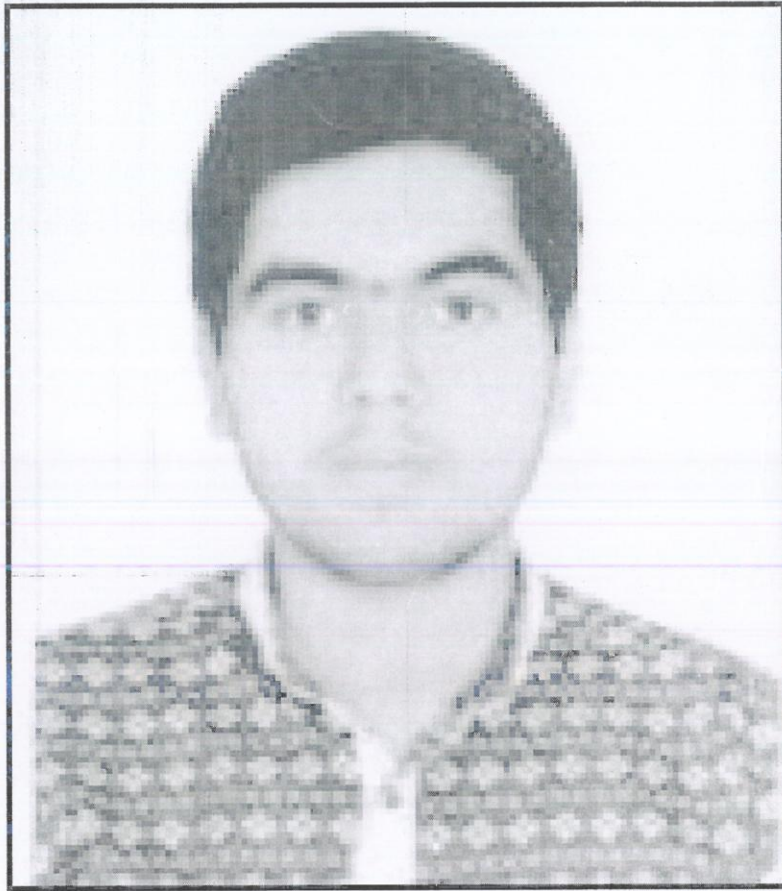
Rosalee M Kombial
Vice President-People Function


Hruthik Jaywant Bhoir

Hruthik Jaywant Bhoir | 29/07/2021 17:15 GMT+05:30

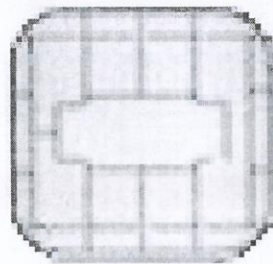


Infosys®



Abhishek Ambre

1154937



Amre

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Infosys

Infosys Limited

Electronics City, Hosur Road, Bengaluru

560100

Phone: +91 80 28520261

Employee Name

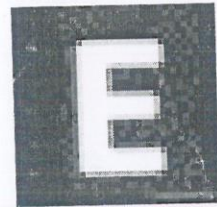
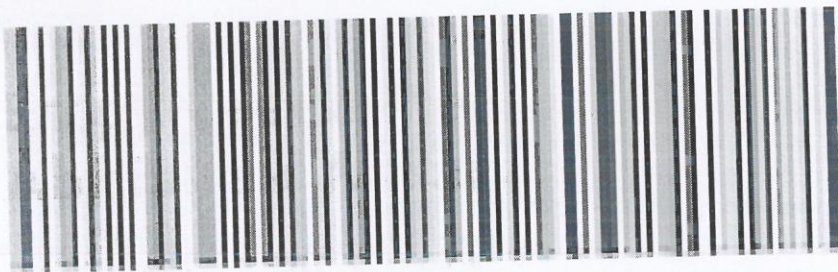
Abhishek Ambre

Employee Number

1154937

Emergency Contact Number

<Toll Free Number>



1154937

E

This card is the property of Infosys Limited. The card usage is governed by the policies stipulated by Infosys Limited. Unauthorized use of the card is prohibited. If found, please return it to the above address.

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1 Mar, 2021

Mr. Balaraman Kannan Marimuthu

No. 1, Pasupathi street, Mayiladuthurai, Nagapattinam (Dt)
Mayiladuthurai, 609001

Dear **Balaraman**,

Welcome to the Tieto family!

We are pleased to offer you the position of **Junior Software Engineer** in our organization. The terms and conditions of the Letter Of Intent are given below.

1. Your place of joining will be **Pune**.
2. You are expected to join as early as possible, and not later than 8 Mar, 2021 failing which we presume you do not have interest in pursuing a career with us. Accordingly, this offer will be withdrawn and treated as cancelled. Your reporting time on the date of joining is **09:00 AM**
3. Your fixed annual salary package will be INR **450,000.00** (Rupees Four Lakh Fifty Thousand Only)
4. You will be on probation for a period of six months. Based on the continuous comprehensive evaluation of your performance during this period, your services will be confirmed.
5. This offer of appointment is conditional and subject to your clearance of the background verification and reference checks by an external agency designated by the company.
6. This is not a regular offer of appointment but a Letter Of Intent. The formal letter of appointment will be issued at the time of joining.

Shree

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CS


Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20217767576/Mumbai/BPS/BTN
Date: 21/06/2021

Mr. Rajalingam Muthiah
Room No - 02, Block No - 12, Row-F,
90 Feet Road
Near Kamarajar School
Mumbai-400017
Maharashtra
Tel# -

Dear Mr. Rajalingam Muthiah,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with Tata Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12


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CS

Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20218011088/Mumbai/BPS/BTN
Date:31/05/2021

Dear Mr. Rohith Surya Prakash Gound,

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.

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Satyajeeet Khanna

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Persistent

Khanna

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Seva Mandal Education Society's
**SMT. S.C.N. INSTITUTE OF
POLYTECHNIC**

SMT. PARMESHWARI DEVI GORDHANDAS GARODIA EDUCATIONAL COMPLEX
338, R.A. Kichai Road, Matunga (E), Mumbai-400 019. Tel.: 34095792

IDENTITY CARD



Principal's Sign.

RAVICHANDRAN NADAR

Clerk Account Section

Blood Grp.: - D.O.B.: 31-08-1992

Add.: Room No. 704, A-4/7 Bldg,
S.P.P.L. Colony, S.M. Road,
Antophill, Mumbai-400037
Tel.: 8898003110

Handwritten signature

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APPOINTMENT LETTER

21 December, 2021

Dear **PREMA BASUTKAR,**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:


1. Your initial place of work will be at **IN-Airoli**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 74000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.


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4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.


5. Term:

Employment period shall commence on **24 December, 2021** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof:

1. You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by two months' notice by either party or two months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may Deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.
2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.


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7. Confidentiality:

1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes,

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plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

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8. NONCOMPETE


In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

9. Whilst employed by the company, you:

1. Will not engage in any external activities of a commercial nature
2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

Other Provisions

1. **Language.** This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
2. **Governing Law.** This appointment shall be governed by and interpreted in accordance with the laws of India.
3. You shall be governed by the "Service Agreement" as applicable to you

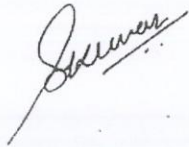

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It is understood that your date of joining **Wipro Limited**, will not be later than **24 December, 2021** failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

**Yours faithfully,
For Wipro Limited.**




Sandesh Kumar
General Manager - Talent Acquisition

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: PREMA BASUTKAR



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ANNEXURE I

Name	PREMA BASUTKAR
Designation	Associate
Date Of Joining	24 December, 2021
Level	AA
Basic	74000
House Rent Allowance	37000
Bonus	16800
WBP	35248
PF	13094
Gratuity	3559
ESI	5299
Target Cost To Company (per Annum)	185000

Signature

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ANNEXURE II

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro.

Noted below are a few examples of 'conflict of interest':

1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.


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ANNEXURE III

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **PREMA BASUTKAR**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
2. Processing my job application including background verification checks and medical checks
3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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.

Name: PREMA BASUTKAR

Signature: E-Signature Signature

PREMA BASUTKAR

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ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby **PREMA BASUTKAR**, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.


Name: PREMA BASUTKAR

Signature: E-Signature Signature

Place: IN-Airoli

Date: E-Signature Date

For more details please refer to the policies on **myWipro > App Store > Information > My Policies > India**


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Date: Thursday, 02 September, 2021

Shubham Rajaram Chalke

2nd floor, Room no 23,
L.B.S.Market building,
L.N.Road, Matunga East,
Mumbai-400019 - 400019,
Maharashtra, India

Subject: Offer-cum-appointment letter

Dear Shubham,

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement/ acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of the terms and conditions are as mentioned below:-

Designation - SDM - Corporate Agency

Department - Bancassurance

Organizational Band/ Grade - J3

Location - Mumbai - Dadar

Date of Joining - Within 15 days of Monday, 06 September, 2021

Job Detail:

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

1. Your annual emoluments will be **2,60,000** per annum on Cost to Company basis. The brief details of which are shown in Annexure-1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).
3. Based on your grade entitlement and as per the rules and policies determined by the Company from time to time, you will participate in :-

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Corporate & Registered Office:

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N. M. Joshi Marg, Mahalaxmi, Mumbai - 400 011.

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- a. The Provident Fund Scheme and other retirement schemes, if any. The Company will contribute 12% of your basic salary per month as its contribution and an equal amount will be deducted from your payroll as your contribution towards this fund as per the Provident Fund Act, 1952.
 - b. Medical Hospitalisation Scheme, as applicable
 - c. Group Term Insurance plan, as applicable
 - d. Gratuity - You will be entitled to gratuity as per 'Payment of Gratuity Act, 1972'.
 - e. Employees State Insurance Corporation - You will be entitled to the benefits under Employees State Insurance Corporation Act, 1948 depending on your eligibility.
4. The Company in line with its business requirement or based on your performance as applicable to you from time to time reserves the right in its sole discretion to effect change in the compensation structure or its components.
 5. All matters pertaining to compensation on your joining or thereafter is to be maintained under strict confidentiality and not shared with any third party.

Probation Period

6. You will be on probation for 6. a period of six (6) months from the date of your joining the Company, which may be extended in case it is found necessary by the Company. You will continue to be on probation unless specifically confirmed in writing.

Your confirmation in the Company would be based on your performance, which would be evaluated at the end of 3rd and 6th month from the date of your joining or at the end of extension period. While on probation, your services can be terminated at any time by either party, with notice of 15 days without assigning any reason whatsoever. However, to mitigate organizational risks, if any, the company's decision will be final and binding in this regards.

Transfer

7. Although you are initially appointed at our Mumbai - Dadar, the Company may at its discretion transfer your services either temporarily or permanently to any other location or department of the Company or to any of its affiliates, subsidiaries, or any of their branches and you shall comply with all directions and instructions in that behalf. While on your transfer, you will be governed by the rules, regulations and conditions of service as applicable.

Leave

8. You will be eligible for leave as per the rules of the Company applicable from time to time.

Retirement

9. You will automatically retire on attaining the age of 58 years and that no further notice whatsoever to you will be necessary in this regard. The last day of the month when you attain the age of 58 years would be considered as your relieving date.

Conflict of interest

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10. Whilst in the employment of the Company, you shall engage yourself exclusively in the work assigned to you by the Company and shall not take up any independent or individual assignments whether on part time or full time basis or in an advisory capacity either directly or indirectly.
11. On your joining and during the course of your employment with the Company, you will relinquish all your previous interest, if any, either as a licensed agent or distribution agency of any other form with any other company institution, firm, individual either in the same line of business or otherwise.
12. You will always maintain utmost confidentiality and shall not either during your engagement with the Company or thereafter, divulge to any person whatsoever any records, documents, formulae, processes, methods ideas or any other information or communication whether written, visual or oral and whether or not marked as confidential concerning the business and affairs of the Company or any of its dealings, transactions which come to your knowledge during the course of your employment, or use any of the same for your own benefit.
13. Whilst in employment of the Company, you shall at all times whether or not you have any financial interest or otherwise either directly or indirectly, keep the Company disclosed fully of any conflicting business interest of your immediate relatives, if any, associated with the Company either as employee, distribution agent or otherwise.
14. Any invention, improvement, or idea conceived by you in connection with your employment with the Company shall become the Company's exclusive property. For the purpose of this section / point, the Company shall in addition to (HDFC Life Insurance Company Limited) mean and include any other firm, person or company subsidiary to or affiliated with the Company.
15. Unless specifically authorized by the proper authority within the Company, you will not engage or represent the Company, whether in person or by way of any written document and, in any manner.
16. During the course of your employment you will be required to abide by governing laws, applicable rules and regulations and maintain highest standard of personal conduct and integrity and comply with all policies and procedures of the Company. Any breach, deviation, disobedience of code of conduct/procedures/policies/laws/regulations including but not restricted to any acts of insubordination, negligence, corruption, fraud, forgery misappropriation and unacceptable behaviour, which bring disrepute to the Company either within or outside the Company premises would warrant stern disciplinary action, including dismissal from services of the Company without notice or wages in lieu of notice.

Notice Period on confirmation

17. This engagement may be terminated by either party by giving to the other, at any time, notice of thirty days in writing. In case of an ongoing internal investigation(s) / proceeding(s) against you, the Company has the right to extend your last working date, till the completion of said investigation(s) / proceeding(s). To mitigate the exigencies of the business and the possible risks, the decision of the Company will be final regarding the relieving date. In case the relieving date decided is short of the notice period, you will be bound to pay the notice period amount calculated on your last drawn salary. In case the Company decides to relieve you early, the Company will bear the notice period amount calculated on your last drawn basic pay. If you fail to report to duty till your last working date (as decided by the Company, except with prior approved leaves), your separation will be treated as per the abandonment clause(s).

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18. Notwithstanding anything contained herein, your employment with the Company shall stand terminated forthwith without any notice or payment in lieu of notice on account of:
- breach of governing laws, applicable rules and regulations;
 - breach of applicable Company policies, procedure or code of conduct whether express or implied;
 - performance below defined targets as applicable from time to time;
 - any act/s which is/are regarded as breach to the interest of the Company.

Others terms and condition

19. Whilst in the employment of the Company you are required to effectively carry out all duties and responsibilities assigned to you. Disrespect for other employees, insubordination or flouting Company policies will not be tolerated.
20. You will be bound by all the existing rules and regulations as framed by the Company and those as enforced by the regulator in the insurance industry from time to time.
21. You are required to provide all the necessary documents/ evidence required on the information furnished by you while seeking employment and as required under the rules and regulations of the Company.
22. We believe that you have not made any false declaration or willfully suppressed any material information. Accordingly, the offer of appointment is made relying upon information furnished and representation made by you. However, the offer of appointment is subject to reference and background check to be conducted by the Company at its discretion at any point of time during the course of your employment. If for any reason it is found that the reference or background check is negative or detrimental to the interest of the Company as determined by the Company, in its sole discretion, the Company is entitled to terminate your services at any time during or even after completion of the probation period with immediate effect without notice or any salary in lieu of notice.
23. If for any reason, you remain absent/abstain from duty for a continuous period of seven (7) days without pre-approved leave or without intimating and obtaining the prior approval of your manager/immediate superior, or if you remain absent/abstain from duty for a period of seven (7) days beyond the period of leave originally granted without intimation or without obtaining the approval of your manager/immediate superior, it would be treated as abandonment of service and you will be deemed to have voluntarily abandoned your service without notice. The Company / employer would not be responsible for any further intimation towards such separation / abandonment of service nor any compensation or any full and final settlement payouts towards the same.
24. In case your employment with the Company is discontinued for any reason within 30 days from the date of joining, you will not be eligible for payment of dues or any other benefit from the Company on account of the expenses incurred by HDFC Life towards on-boarding activities.
25. It will be your sole responsibility to inform the Company in writing of any change in your address, failing which any communication sent to you in the address last stated by you shall be deemed to be validly served on you.
26. On your joining, you will be required to undergo a Regional Induction program as per policy at the Specified Regional location as communicated by the Regional Human Resources Manager, designated to your location. In case you are required to travel and stay at another location other than your base location for your induction, you will be eligible for training allowance as per Company Policy or basis exception approval.

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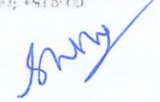
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- 27. Whilst in the employment of the Company and for a period of three (3) months thereafter your salary bank account as reflected on the Company's records, may be subject to audit at any point of time. By signing this letter, you hereby authorize and provide to the Company an irrevocable right to access your salary bank account for audit purposes during the period specified herein. Failure in providing these details may lead to disciplinary action.
- 28. Employee will have to raise resignation only through Employee Self Service (ESS). Resignation through any other mode except ESS will not be considered.
- 29. As an active frontline sales employee, you are expected to purchase a Tablet to conduct business. You shall provide an undertaking in favor of the Company for the purchase of the tablet in the format set out in Annexure-2.
- 30. You will need to open a bank account with our banking partner for salary and reimbursement purposes; in case you have an existing account with the partner, you may choose to convert it to salary account or open a separate account for the same. Failure to do so will result in salary and reimbursements being kept on-hold, for such period of time, till the bank account is opened with the banking partner.

Management reserves the right to effect change in any of the above clauses and the same will be communicated to you through SAP or other communication channels as prevalent. All policies referred in the letter are available on company's intranet page. If you are agreeable to the above mentioned terms and conditions, please acknowledge your acceptance by signing the duplicate copy of this letter and duly signed undertaking as set out in Annexure-2.

We look forward to a mutually rewarding relationship.

For & on behalf of

HDFC Life Insurance Company Limited

**Mr Sushil Chander
VP - Human Resources**

I agree to and accept all the above terms and conditions.

Signature

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Annexure-1

Date: 02-Sep-21
 Name: Shubham Rajaram Chalke
 Designation: SDM - Corporate Agency
 Location: Mumbai - Dadar
 Band: J3

CTC STRUCTURE		
COMPONENT	Per Annum	Per Month
(I) Fixed Pay		
Basic	66,000	5,500
House Rent Allowance	39,600	3,300
Other Allowance	21,855	1,821
Tablet Allowance	12,000	1,000
Bonus	24,000	2,000
Daily Activity Allowance	24,000	2,000
Monthly Gross	187,455	15,621
(II) Retirals & Other Benefits		
Provident Fund	14,863	
Gratuity	3,190	
(III) Valued Benefits		
ESIC	6,092	
Group Insurance Benefit	8,400	
Fixed Cost to Company	220,000	
City Based Performance Bonus	40,000	
Total Cost to Company	260,000	

Other Eligibilities

On appointment you will be covered under the Group Term insurance as per Company policy.
 You will be eligible to be enrolled into sales incentive schemes as and when announced by the Company.

Note:

1. The Bonus/Advance Bonus component shown above would be paid as part of monthly salary. All payments made towards Bonus / Sales incentives/VPP paid will be in accordance with the Payment of Bonus Act.
2. Your Total CTC is subject to you earning City Based Performance Bonus.
3. City Based Performance Bonus eligibility is subject to FLS being based at any of the select cities/ branches identified by the company.
4. City Based Performance Bonus is subject to confirmation of your services and will be paid on completion of 12 months of service along with the proceeding salary/ payroll cycle.

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5. Payout of City Based Performance Bonus will be subject to you attaining performance rating of 3 and above in the first eligible STAR (performance appraisal) cycle.
6. FLS resigned/ serving notice at the time of payout will not be eligible for City Based Performance Bonus.

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SITEL INDIA PVT.LTD
MUMBAI MAHARASHTRA
INDIA

PAYSLIP FOR THE MONTH OF OCTOBER 2021

EMP NO	: 1358700	PF NO	: TH/THA/0045227/000/9228612
NAME	: POOJA JAY RAMA	PAY GROUP	: PG1
DESIGNATION	: Customer Service Professional - Trainee	DEPARTMENT	: MUMBAI DOM-AXIS MUTUAL FUND
UAN	: 101709780169	Regime Type	: Old Regime

EARNINGS	Rs.	DEDUCTIONS	Rs.	COST CENTRE	: 4000-4NSD-1000
BASIC	6273.00	PROVIDENT FUND	1129.00	DATE OF JOINING	: 15/07/2021
HOUSE RENT ALLOWANCE	3137.00	ESI	95.00	DATE OF BIRTH	: 15/08/1998
ADVANCE STATUTORY BONUS	2509.00	PROFESSIONAL TAX	200.00	STANDARD DAYS	: 31
CONVEYANCE ALLOWANCE	1800.00			DAYS WORKED	: 31
CUSTOMER HANDLING ALLOWANCE	1535.00			LOCATION	: MUMBAI
GIFT VOUCHER	1000.00			PAN	: CIZPR0542K
Data Connection	750.00			RESIDENTIAL STATUS	: ROR
				PAYMENT	: BANK TRANSFER
				BANK	: -
				A/C No.	: 50100388283810
Total Earnings Rs. 16804.00		Total Deductions Rs. 1424.00		Net Salary Rs. 15380.00	

Income Tax Calculation					Investment Details	
Particulars	Cumulative Total	Add: Projected	Less: Exempted	Annual	Provident Fund	7771.00
Basic	22259.00	31365.00	0.00	53624.00		
House Rent Allowance	11131.00	15685.00	0.00	26814.00	HRA Rent Paid Details	0.00
Advance Statutory Bonus	8903.00	12545.00	0.00	21448.00	CLA Rent Paid Details	0.00
Conveyance Allowance	5677.00	8000.00	0.00	13677.00	Number of Children for Edu. Rebate	0.00
Customer Handling Allowance	5447.00	7873.00	0.00	13122.00		
Gift Voucher	1000.00	0.00	0.00	1000.00		
Data Connection	3750.00	0.00	0.00	3750.00		
Pactman	1263.00	0.00	0.00	1263.00		
Total Income				134700.00		
Add: Income received from Previous Employer				0.00		
Net Taxable Income				134700.00		
Less: Standard Deduction				90000.00		
Less: Prof. Tax recovered by Previous Employer				0.00		
Less: Prof. Tax recovered by Current Employer				1703.00		
Add: Other Taxable Income reported by the employee				0.00		
Gross Taxable Income				83000.00		
Less: SECROG - Deduction U/s 80C (Limit Rs. 150000/-)				7771.00		
Income Chargeable to Tax (Rounded Off)				75230.00		
Income Tax Deduction						
Income Tax Payable				0.00		
Less: Relief under Section 87				0.00		
Net Income Tax Payable				0.00		
Add: Surcharge on Income Tax				0.00		
Add: Cess				0.00		
Total Income Tax & S/C & Cess Payable				0.00		
Less: I. Tax & S/C paid by Prev. Employer				0.00		
I. Tax & S/C & Cess to be recovered				0.00		
I. Tax & S/C & Cess recovered till OCTOBER 2021				0.00		
Balance I. Tax & S/C & Cess to be recovered				0.00		
Avg. Monthly I. Tax & S/C & Cess to be recovered				0.00		

Mon Nov 01 09:25:14 IST 2021 Please Send Your Queries to info@csindia.com

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 received this in error please destroy it along with any copies and notify the sender immediately.
 01/11/2021

Signature
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 S.I.W.S.R.R. Swamy College of
 Commerce & Economics And
 Smt. Thirumalai College of Science
 Wadala, Mumbai - 400 031.



**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

10-Dec-2018

Hitesh Ashok Bidan
C3378947

1002, Maharashi Waimiki Apartment, Near CGS Colony, GTB Nagar,
Slon Koliwada 400037

Dear Hitesh,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Limited (hereinafter referred to as 'the Company' or 'Accenture') in our Accenture Operations Delivery Centers in India, Mumbai. This letter will officially confirm your annual total earning potential and terms of your employment.

Role- Customer Service New Associate

Career Level- 13

Sublevel-3

Talent Segment- Business Process Delivery

Business Deal- Contact Center

Your annual total cash compensation will be INR 231500 and will be structured as per the attached Annexure 1 Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

- Annual fixed compensation of INR 200000/-; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY19 (September 2018 to August 2019) Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 15.75% of the prorated fixed pay in the FY19, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said financial year.

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

Amr

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Wadala, Mumbai - 400 031.



June 11, 2019

Jaya chitra

Dear Jaya Chitra,

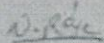
We are pleased to inform you that your Total Annual CTC is revised to Rs. 2,12,400/- effective from 1st May 2019.

Your performance rating for the year 2018-2019 as reviewed by your reporting Manager is Exceeds Expectation – 3.

At HealthAssure, we are committed to a compensation philosophy when making pay decisions to provide market competitive, performance focused, total compensation opportunities, helping in creating a high performance culture and a more engaged and committed workforce.

Thanks for your contributions to the success of HealthAssure Pvt. Ltd. We look forward to your continued effort and performance to achieve the business goals in the year ahead!

Sincerely,



Ninad Raje
DIRECTOR, COO & CIO
For HealthAssure Private Limited



HealthAssure Private Limited

Registered & Corporate Office : 1st Floor, North Wing, Excom House, 7 Sakinaka Road, Andheri East, Mumbai - 400072, Maharashtra, India.
Corporate Identification Number : U85100MH2011PTC223007
Tel: +91-22-61678600 | Fax: +91-22-90222955858 | Email: contact@healthassure.in | Website/URL: www.healthassure.in

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Wadala, Mumbai - 400 031.



Rayesh Kamath
+91-98597 59653

DELICIOUS OR YEAR TASTY
YUMMY YUMMY



DELICIOUS
YUMMY OR YEAR TASTY
YUMMY

I LOVE * FOOD 2.0
Food for Foodies

ilovefood2matunga@gmail.com



466/4, Mehta Building, Opp G.N.Khalsa College, Matunga,
Mumbai - 400 019.

Handwritten signature

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Wadala, Mumbai - 400 031.



4G LTE 11:20

Volte LTE 99



Offer Letter Fine Engineering Works

Inbox



FINE ENGINEERING 12:37 PM

to me



Dear Ms. Deepika

Congratulations!

We are pleased to offer you the position of "Accountant".

Kindly find the attached offer letter for your reference.

Thanks and Regards,
Nitin Gholap

Abul Faiz

FINE ENGINEERING

6/C, GALA NO. A-9, BHARAT COAL
COMPOUND, NEAR SHARMILA GAS, BAIL
BAZAR, KURLA (W), MUMBAI - 400 070

Mobile: 9867771078

Email : fineengg2017@hotmail.com

View entire message

A	B	C	D
M/s. Fine Engineering Works			



Handwritten signature

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Fine Offer Letter Deepika

Sheet1

	A	B	C	D	E
4	Offer Letter				
5		Post Offered :- Accountant		Dated :- 01/10/2021	
6		Candidate Name :- Ms. Deepika S Gupta	Monthly (Rs.)	Total Annual Amount (Rs.)	
7					
8	1	Monthly Salary offered :-	12,000	144,000	
9		Professional Tax of Rs.200 per month (Rs. 2,500 annually) shall be deducted from the monthly salary)			
10		T.D.S. shall be deducted monthly as per I. T. Act.			
11	2	Bonus- EID		6000	
12			ANNUAL CTC	150,000	
13					
14	3	Office Timings - (Monday to Saturday)			
15		6 days working, office flexi timing are 10.00 am to 6.00 pm			
16					
17	4	Minimum 11 days of public holidays annually			
18					
19	5	Salary revision after 1 year from date of joining or at the time of EID festival performance			
20					
21					
22					
23					
24					
25					

SMR

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SPS CONSULTING

Date: - 28-Oct-21

Mr. / Ms Abdul Azim Maniyar

CONTRACT OF EMPLOYMENT

Congratulations! We are pleased to offer you employment in our organization on the following terms and conditions:

1. Your contract of employment shall be valid for a period from **11-Oct-21 to 10-Apr-22** for our client Wipro Ltd., for AIroli location (Contract may be extended, as per the Client Requirement).
 2. The position that we are offering you is that of a **Associate** at Cash in Hand of INR 12,582 per month. Your working will be for full time, 6 days a week (Subject to change as per client's requirement).
 3. Not with standing this, in the event of the project/work for which you are being employed comes to an end before the aforementioned period, this contract shall be co-terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
 4. Should you wish to resign your employment with SPS consulting, you will be required to provide 30 days written notice or salary in lieu of that, to enable us transition your work.
 5. Notwithstanding anything above, depending upon the aforementioned project/work, the company reserves its right to extend your temporary appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are here by engaged.
 6. You will be entitled to all other statutory benefits wherever applicable during the period of contract.
 7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
 8. Any unauthorized (without prior appropriate approval in writing) leave of absence for a period exceeding three days may lead to termination of employment without settlement of pending dues.
 9. In case if you break or decide not to continue with the contract, you will not be entitled for any pending dues or any sort of Full & Final settlement amount.
 10. The Company also has a right to terminate your employment on grounds of Integrity, Unprofessional behavior & Nonperformance as per the Employee Service Rules.
- In such cases, no settlement of dues shall be initiated.
11. In Case, if there is any extension by client on business contract would automatically get renewed.

Office No. 5, 6th Floor, Central Mail, R.N.T. Marg, INDORE - 452 001 | Contact No. : +91 92291 33333

E-mail : spiconsulting.india@gmail.com



SPS CONSULTING

We are continuously endeavoring to build an atmosphere of trust, openness, responsiveness, autonomy and growth among all members of the SPS family. As a new entrant, we would like you to whole-heartedly contribute in this process.

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

With warm regards,


HR Team | SPS Consulting

Corporate Office: S-A, 6th Floor Central Mail, RNT Marg, Indore

**The governance of the contract is subjected to the contract act for the contractual employees.

For SPS Consulting




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WNS



**Swapna
Sandeham**

320001

Emergency Call
Blood Group

9869938582
B+ve

Shree

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Wadale, Mumbai - 400 031.





Ref: TCSL/DT20217958275/1693589/Trivandrum

Date: 16 December 2021

MR. FARDEEN KHAN

Room No-302/Rajiv Darshan/A-1 Bldg null,
P.M.G.P Colony, Mumbai,
Maharashtra-400017.
Tel# 919321032967

Sub: Joining Letter

Dear Mr. Fardeen Khan,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **29th December 2021** , your joining location is **Mumbai** , work location is **Mumbai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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Wadala, Mumbai - 400 031.



Provisional Offer Letter

Unplanneda2021 562



Date : 3-Dec-20

CANDIDATE NAME: - Ahmed Husain Khan

Subject: - Offer Letter for the post of Assistant Manager Branch Control Group

This is with reference to your application for the above-mentioned position. As per our discussions with you; we are pleased to offer you, your appointment as

Functional Designation: - Assistant Manager Branch Control Group

Branch Name: - Mumbai Corporate Office BKC

Your Provisional Grade shall be A3 in Branch Control Group department. This offer of appointment is subject to the terms and conditions as below mentioned:

A. Your Total Yearly CTC will be Rs. 275000/- with the Bank's rules that are in force for the time being and from time to time. Please note that the Management reserves the right to restructure or change your compensation at any time at its sole discretion. The Monthly CTC will be Rs.22917/- with the Bank's rules that are in force for the time being and from time to time.

Please note that the Management reserves the right to restructure or change your compensation at any time at its sole discretion.

B. Upon successful fulfilment and satisfaction of all the terms and conditions mentioned in this offer letter within Three days from the date of this letter, this conditional offer letter shall become absolute. In case of your failure to fulfil any or all of these terms and conditions within the aforesaid period of Three days from the date of this letter, this offer letter shall be automatically revoked and no claim and/or disputes shall be entertained.

C. Your employment in the Bank is subject to satisfactory verification of your certificates, testimonials and personal particulars/ credentials. The Bank reserves the right to get a background check (including CIBIL, criminal history record search, education and employment; and personal details verification) conducted on you, which you explicitly agree to, whether done directly by us or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Bank or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.

D. This offer is valid subject to your acknowledgement & acceptance within "72 hours", sharing of resignation-submission copy from current employer within seven days and resignation acceptance copy from current employer within "2 weeks" of receiving this offer. Each one of these terms are interrelated and breach of anyone shall be considered as breach of all the terms and conditions, which will lead to revoking of the offer made and all the terms & conditions of this offer to be treated as null and void.

This Letter of Intent is valid subject to your joining on or before DOJ: 07-Dec-2020

Please sign and return a scan/duplicate of this letter to your recruiter partner as acceptance of the offer letter. We look forward to working together with you in AU SMALL FINANCE BANK LIMITED.

Yours faithfully,
For AU SMALL FINANCE BANK LIMITED
(Authorized Signatory)

Mrs. Sai & Wonganarayana

Registered Office
AU SMALL FINANCE BANK LIMITED
19-A, Dhuleshwar Garden, Ajmer Road,
Jaipur-302001, Rajasthan, India
Phone: +91 141 4110060/61, Fax: +91 141 4110090

Anne
PRINCIPAL
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Smt. Thirumalai College of Science
Wadala, Mumbai - 400 031





Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20218016554/Mumbai/BPS/BTN
Date:09/06/2021

Dear Mr. Packiyaselvan Selvaraj,

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.

Private and Confidential

TCSL/DT20218016554

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

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Smt. Thirumalai College of Science
Wadala, Mumbai - 400 031.





Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20218016554/Mumbai/BPS/BTN
Date:09/06/2021

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Private and Confidential

TCSL/DT20218016554

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Wellspring Godrej & Boyce Complex Phase 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400073
Ph.: +91 22 6778 3000 Fax 91 22 6778 3226 Website: www.tcs.com E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nariman Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084738



[Signature]
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Wadala, Mumbai - 400 031



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.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click Here](#) 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 Letter of Traineeship Ref No **TCSL/DT20218016554/Mumbai/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

Private and Confidential
TCSL/DT20218016554

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax: +91 22 6778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 21 Floor, Nirmal Building, Nariman Point, Mumbai - 400 021
Corporate Identification No. (CIN): L22210MH1995PL



Sme
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Wadala, Mumbai - 400 031

Ref No: 17671331
25-Aug-2021



Elaiya Raja Mani

Dear **Elaiya Raja,**

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

Your annual total compensation will be **INR 205,997**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

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

We request that you join us on or before **31-Aug-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

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

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

Best regards,

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

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature:

Date:



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Wadala, Mumbai - 400 031

Compensation and Benefits

Name: Elaiya Raja Mani

Designation: Process Executive -
Data

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1346.428571	16,157
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4285	51,420
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	435	5,220
Annual Gross Compensation			205,997
Annual Total Compensation			205,997
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			225,497

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

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) 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 India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



[Signature]
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Wadala, Mumbai - 400 031

Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

* Flexible Benefit Plan:

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

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

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

Note:

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 25-Aug-2021 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Elaiya Raja Mani, _____(Age) ,residing at _____
(hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or

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meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

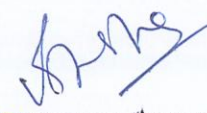
3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,

b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,

c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,

d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and

e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the

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applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual or your own account

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or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be

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construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with

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for me
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respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the 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 the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Elaiya Raja Mani




Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature:

Date:



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K R Enterprises

Date: 20/08/2021.

Mr. **Kartik Kesharwani**
Bldg T-4B/03, Pratiksha Nagar,
Sion Koliwada,
Sion, Mumbai,
Maharashtra.

Dear Kartik Kesharwani,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the Role of Admin/Accounts.

The location of your initial reporting will be Mumbai, India. The date of your joining would be 23rd August 2021. This offer letter is valid up to 1st September, 2021 only.

Your Total Gross Salary as applicable has been detailed in the Annexure to this letter. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment. On successful completion of the probation, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies.

Your employment will be governed by the rules, regulations and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Welcome to K R Enterprises. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

Yours sincerely,

UMESH PATIL

HR MANAGER

Encl.: Annexure to the offer (as applicable to you).

I have read, understood and agree to the terms and conditions as set forth in this offer letter and the annexure to the same.

Your name in capital letters

KARTIK

You're Signature

Date: 24/08, 2021



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Annexure to your Offer of Employment as Admin/Accounts

Welcome to K R Enterprises!

Presented here are the details that refer to our offer of employment to you in the Role of Site Engineer.

01. Training Period:

The training program would consist of on-the-job training. The duration of the training would be minimum of one month. Your confirmation will be based on your positive contribution to the Company's objectives. Based on business requirement, period of training can be extended for a further period of two months or part thereof. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training.

02. Probationary Period and Confirmation as a Permanent Employee:

You will be on probation for a period of 1 months after completion of your training and allocation to the Unit. Please note all confirmations in the Company can take place only on the 1st day of the month succeeding completion of probation period. Your confirmation as a permanent employee is subject to the terms and conditions included in the Confirmation Policy of the Company.

03. Earned Leave

There would be only one type of leave, which is Earned Leave. During the 1st year (including probationary period) of service, you would be eligible for 12 working days of leave per annum. The leave eligibility shall begin in the respective quarter of your joining the Company. For example: If an employee joins the Company in quarter three of the Financial Year 2019-2020, his / her leave eligibility would start in quarter three of the Financial Year 2014-2015. For the purpose of leave credit quarter three of the financial year 2019-2020 will be considered as the first quarter. Please note that leave shall be credited on a pro-rated basis in the first quarter of the employee's employment.

The table below is indicative or based on the assumption that the employee joins on the first day of a quarter.

Year / Quarter	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total
During probationary period & 1 st year of service	3	3	3	3	12

However, you will be entitled to avail holidays on Sundays & other holidays mentioned in the holiday list of the company. You will not absent yourself from duties without prior approval from the competent authority. All types of leaves must be taken with prior permission expect when it is possible to do so in circumstances beyond your control. If you remain absent without prior permission and are unable to show circumstances beyond your control which precluded you from obtaining the permission, your absence will be treated as leave without pay and you will render yourself liable to disciplinary action as per the company rule. However, if in a quarter you have not taken any leave those leaves would not be forwarded or added up in the next quarter.



Mr. Kartik Kesharwani.

Kartik
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04. Increments and Promotions:

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company. Based on the performance of the employee and the company, the emoluments may be reviewed generally at the interval of 12 months. However, there is no automatic or time scale increment in the company and it is purely at the discretion of the management.

During the training period & post completion of your training, your monthly Total Gross Salary or CTC will be a maximum of Rs.8000 (including allowances) this salary will be effective from the 1st day of the month.

05. Notice Period:

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice. Post completion of your 1-year service towards the company, you will be required to give one month notice or salary therefore in case you decide to leave our services. Similarly, the Company can terminate your services by giving you 1 month notice or salary thereof. The Company may terminate your services immediately on disciplinary grounds with or without any notice or payment in lieu of such notice.

In case you resigned, terminated or left the job for any reason you are requested to submit any pending/unclaimed expense statement till the last day of your work for the Company, within 30 days from you last working day of the organization, for settling your final claim reimbursement. Non-submission of any pending/unclaimed expense statement within the above-mentioned stipulated time after leaving the job would be treated as no outstanding claim remain.

07. Transfer:

Your services can be transferred to any of our Units / Departments situated anywhere in India. At such time, the compensation applicable to a specific location will be payable to you.

Mr. Kartik Kesharwani.

Kartik

S.N.S.

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08. Background Checks:

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

09. Other Terms & Conditions:

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization or entity engaged in any form of business activity without the consent of K.R. Enterprises.

You will be required to claim all business-related expenses and settle all dues within 30 days of incurring the expenditure as per Company policies. Expense claims, which are received after 30 days from the date of incurring the expenditure, will be deemed to be when authorized. Also, any unsettled dues post the aforementioned period would be deducted from the salary.

You will furnish all the reports and information on prescribed formats or Company's stationery as per the standard instruction, or issued from time to time. Any misappropriation of reports or statements if found will term to dismissal from service with or without any notice or payment in lieu of such notice.

You will not enter into any cash transactions on behalf of the Company with anyone without prior written permission from the authority concerned or the person authorized by the Head Office.

You agreed that all personal information/facts submitted by you to the Company, on the basis of documentary evidence produced by you at the time of appointment are correct and true. The Company assumes that all such information is true and authenticated and based on such information the Company will carry out all the official activities related to such information/facts throughout your service with the company & thereafter will not be changed under any circumstances. If any information found incorrect and proved that you have misrepresented the information for any reason then the Company holds the right to terminate you with immediate effect or seek for appropriate official/legal proceedings.

You agreed to abide by and strictly adhere to the Rules, Regulations and by-laws of the Company now in force or which may be introduced or endorsed from time to time hereafter.

This appointment is strictly made on the understanding between the parties and you agreed that you have accepted this job with full understanding of the company's rule & regulations and acknowledge your responsibilities in the company to the best of your knowledge and rationality without any reservations.

Mr. Kartik Kesharwani.



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K R Enterprises

Please convey your acceptance by signing on this letter as an acknowledgment that you agreed on the terms & conditions stated in this agreement.

Welcome to the K R Enterprises family and wish you a happy & long association for our mutual growth and success.

Yours sincerely,

UMESH PATIL

HR Manager


I agree & accept the job on the terms and conditions stated herein above

Signature : Kartik
Name : KARTIK KESHAWANI
ID No. (Election/PAN etc.) : _____
Tel./Mobile : 7215061788
E-mail ID : keshawani.kartik80@gmail.com
Date : 24/08/2021

Note: You are required to send the below copies:

- 1) Two latest Passport size photographs
- 2) Birth certificate or School leaving certificate.




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Ref No: 19252147
29-Dec-2021



Naveen Thangadurai

Dear Naveen,

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

Your annual total compensation will be **INR 210,754**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

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

We request that you join us on or before **10-Jan-2022**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

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

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

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

Shibu Balakrishnan
Sr.Director-Talent Acquisition

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

Signature:

Date:



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Compensation and Benefits

Name: Naveen Thangadurai **Designation:** Process Executive - Data

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1388.839286	16,666
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4628	55,536
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	446	5,352
Annual Gross Compensation			210,754
Annual Total Compensation			210,754
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			230,254

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

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) 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 India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI

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Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

* Flexible Benefit Plan:

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

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

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

Note:

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 29-Dec-2021 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Naveen Thangadurai, _____ (Age) _____, residing _____ at _____ (hereinafter referred to as "you," "your" or

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"yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

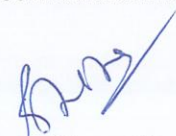
3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

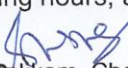
- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the

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applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.

b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.

c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.

d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account

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or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be

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construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with

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respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the 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 the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited**Naveen Thangadurai**


Shibu Balakrishnan
Sr. Director-Talent Acquisition

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

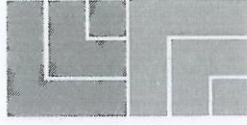
Signature:**Date:**

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VICKY FOODS



you say we'll do it...

Address : Godown No. 4/B, Central Warehousing Corporation, Sector-20, APMC Fruit Market,
Near Turbhe Railway Station (West), Vashi, Navi Mumbai-400 703, India.

Tel.: 27842500 / 27842501 • E-mail: vickyfoods2011@gmail.com, enquiry@vickyfoods.com

Date : 15th June'-2021 GSTIN : 27AJQPG6912Q1ZG

To,

MR AKSHAY LAXMAN PATIL

Sub : Appointment Letter for the post of Accounts - Assistants .

Dear Mr Akshay,

We are pleased to offer you the position of **Accounts-Assistant** as discussed by us you are requested to join us on Till **01st July -2021**.

Your Gross salary will be **Rs 9,500/- (Rupees Nine Thousands Five Hundred Only)** per month. Subject to various deductions as per companies and government policy.

The Management will give you Confirmation of continuation of your Job in Vicky Foods .In the Probation Period if you want to Resign the Company You will have to give 15 Days Notice Period and If Permanent you will have have to One Month Notice Period With Proper Hand Over to the New Joinee till that time your Full & Final Settlement will be Kept In hold.

We welcome you to Vicky Foods Teams and hope it would be the beginning of a long and mutually beneficial association.

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.

Regards ,

For Vicky Foods

Manuel Gomes

Proprietor

Proprietor



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athena
bpo



Offer-letter

Date 8-Jan-21

Dear Punam Sahu

This has reference to your interview with us. On the basis of facts mentioned, we are happy to offer you the position CSE of reporting to Team leader-Manager-Operations-Gross-Salary 13200-rs. Your Annual Cost to Company will be (178096) Rs One lakh seventy eight thousand and ninety six per annum.

You are requested to join us on or before 8-Jan-21. In case you do not join us as per the date mentioned, this offer will stand withdrawn immediately, without further information to you.

Terms and conditions.

1. Salary will start from the actual date of dialing and Appointment letter will be issued accordingly.
2. Training duration can be between 7 days to 21 days depending upon the process you will be assigned to & complete documentation. (Actual Training date will be considered from the day Training starts)
3. Leaves are not provided during training period. In case of emergency, approval/info to Trainer/Supervisor is mandatory.
4. This offer letter is valid subject to you successfully passing the training and certification process. In case you do not clear the training and certification then this offer letter is deemed to be null and void.
5. Your working timings would be from 9.30 am to 6.30 pm / 10 am to 7 pm & 6 days working.

Please bring the following supporting documents at the time of joining -

- Mark sheets of 10th, 12th, Graduation and Post Graduation (if applicable)
- Driving License / Passport/ Birth proof- (for Photo, Address & Birth Identification)
- Appointment Letters (Last Employer), Relieving Letter / Resignation Letter
- Last two salary Slips
- Photocopy of PAN (if applicable)
- 6 passport size Photographs

Kindly acknowledge this letter as a token of your acceptance

Thanking you

For Athena Bpo Pvt. Ltd.

(Hr-Manager).



I accept the offer:

Name: Punam Sahu

Sign: [Signature]

[Signature]
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Athena BPO Pvt. Ltd.

CIN : U51900MH1993PTC070252

HGS HealthCARE

Private and Confidential

Date: December 16, 2021

SAKSHI RAJESH SHINDE

51/B KalasdanKamgar nagarKurla (E) Mumbai 51/B KalasdanKamgar
nagarKurla (E) Mumbai Maharashtra INDIA

Emp ID : 245015

Subject : Letter of Transfer of employment from HGSL cum Appointment Letter by Company

Dear SAKSHI,

Trust you are well and keeping safe.

This is in reference to the proposed purchase of the healthcare services business ("Transferred Business") of Hinduja Global Solutions Limited (the "HGSL") by Berkmeer India Private Limited (the "Company"), a wholly owned subsidiary of BETAINE B.V., on a going concern basis ("Transaction") pursuant to the Master Framework Agreement dated August 9, 2021 and India Business Transfer Agreement dated August 9, 2021, each entered into by HGSL and BETAINE B.V., holding company of the Company and certain of their respective affiliates. The Transaction requires the parties to satisfy certain conditions and obtain certain regulatory approvals in order for an effective closing which date will be intimated to you in writing jointly by HGSL and the Company ("Closing Date"). The Closing Date of the Transaction shall be deemed to be the effective date of this letter of transfer of employment from HGSL to Company ("Effective Date").

We wish to inform you that in accordance with the Transaction documents, your employment with HGSL will stand transferred to the Company on the Effective Date ("Transfer"), subject to the terms and conditions of this appointment letter and acceptance by you. Upon such Transfer, you shall become an employee of the Company, and your current employment with HGSL shall cease at the end of the day immediately prior to the Effective Date ("Cessation Date").



[Signature]
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Wadala, Mumbai - 400 031

[Signature]
Sakshi

Berkmeer India Private Limited

Regd. Office: 111, 8th Cross, Paramount Gardens, Thalaghattapura Kanakapura Main Road, Bangalore, Karnataka - 560 062 India
Corporate Identity Number: U72900KA2021FTC150054

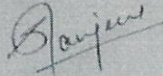
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HGS HealthCARE

In case of any queries/ clarifications/concerns regarding the Transfer, please feel free to contact Triveni S. of HGSL at Transition21Helpdesk@teamhgs.com or Berkmeer Team of the Company at PrismRelations@vistra.com and employeeerelations@jsalaw.com

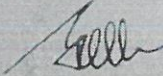
We look forward to your co-operation in completing the Transfer successfully.

For Berkmeer India Private Limited



Name: **Mr. Sanjeev Lakra**
Designation: Director

For Hinduja Global Solutions Limited

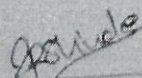


Name: **Giridhar GV**
Designation: Executive Vice President - Global Human Resources

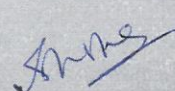
ACCEPTANCE, ACKNOWLEDGEMENT AND RELEASE

I, SAKSHI RAJESH SHINDE (Emp ID: 245015), acknowledge, agree, accept and confirm the transfer of my employment to Berkmeer India Private Limited due to the Transaction on the basis of the terms and conditions set out in this Letter of Transfer of employment from HGSL cum Appointment Letter by the Company (Transfer Letter). I have read, understood and agree to the terms and conditions set out in this Transfer Letter and provide my acceptance to this Transfer Letter.

I hereby confirm that the accrued amounts as on the Effective Date in accordance with Part B of Annexure B represents the entire amount due and payable to me by Hinduja Global Solutions Limited ("HGSL"), and that there are no other dues/amounts payable by HGSL to me, and upon receipt thereof, I confirm that neither I nor my successors and legal heirs, have any claims against HGSL, and/or or any of its affiliates, or their representatives, officers, employees, directors, vendors or clients and hereby confirm that I waive any future claims whatsoever that I or my successors/heirs have or may have against HGSL and/or any of its affiliates, or their representatives, officers, employees, directors, vendors or clients, in relation to my employment with HGSL and cessation thereof.



(Signature)
Name: **SAKSHI RAJESH SHINDE**
Place: Mumbai
Date: 22/12/2021



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Smt. Thirumalai College of Science,
Wadala, Mumbai - 400 031



Offer: BUSINESS PROCESS SERVICES
Ref: TC SL/DT20217767644/Mumbai/BPS/BTN
Date: 16/08/2021

Ms. Simran Ashok Siddhu
Near Gurudwara Room No :243 , M.H.B Tilak Nagar ,Chembur , Tilak Nagar S.O

Tilak Nagar
Mumbai-400089
Maharashtra
Tel# 91-9768666380

Dear Ms. Simran Ashok Siddhu,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/-** per month.You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079
Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC024721



OTHER BENEFITS

1. Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). You are automatically covered under a default HIS Plan.

You have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax, in which case the below benefits can be availed:

- Domiciliary Cover:** This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.
- Base Cover:** This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.
- Floater Cover:** This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

The total premium is split between Base Cover and Floater Cover Premium as per the plan applicable.

i. **Base Cover Premium:** Towards Domiciliary and Base cover for self, spouse and up to three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

ii. **Floater Cover Premium:** Towards Floater cover is to be borne by you.

*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail. For further details, please refer to the policy document

2. Professional Memberships:

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

3. Social Security - Employees' State Insurance:

The company will contribute 4.75% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

4. Compensation Benefits under ESI Act / Employees' Compensation Act:

Till you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of Traineeship, from Employees' State Insurance Corporation.

When you will be out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of Traineeship as per the Employee Compensation Act (Amendment Act of 2017) or the benefits under the Company's Group Term Life Insurance scheme / Personal accident insurance scheme as the case may be, whichever is more beneficial. For more details on this, refer TCS India policy - Group Life Insurance and TCS India policy - Health Insurance.

5. Night Shift Stipend:

Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. 200/- per shift as per the company policy.

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6. Process Specific Stipend:

Based on your allocation, to a process and on account of the process complexity involved, you may be eligible for additional process specific stipend, as defined by the Company.

TERMS OF TRAINEESHIP

1. Traineeship Pre-requisites

Your appointment as a Trainee / Apprentice under the model / certified Standing Order will be subject to successful completion of your graduation examination without any pending arrears / back logs during the entire course duration.

It is clearly understood, agreed and made abundantly clear that in case you do not successfully clear your graduation your traineeship with TCSL will be discontinued without any notice or notice pay

It is mandatory to declare the gaps / arrears / back log, if any, during your academics and work experience. The management reserves the right to withdraw/ revoke the offer of traineeship at any time at its sole discretion in case of any discrepancy or false information is found in the details submitted by you.

2. Traineeship Period:

During the period of your training of 12 months, you may be required to undergo classroom and on the job training. During this period, you may be appraised to evaluate your performance and if your performance is found to be satisfactory, you may be absorbed / appointed in the regular employment of the Company at its sole discretion.

It is hereby specifically clarified that the Company is under no obligation whatsoever to absorb / appoint you on regular basis upon successful completion of your training period of 12 months. You shall not be deemed to have been absorbed / appointed in the regular employment of the company, unless & until you receive a written communication in this regard from the Company.

If your performance is found unsatisfactory, TCSL may terminate your traineeship forthwith by giving you 30 calendar days' notice in writing or payment of stipend for 30 calendar days in lieu thereof.

If you remain on unauthorized absence for a consecutive period of 3 days during the training programme without authorisation or intimation, a presumption shall arise that you have abandoned your traineeship and the company shall be entitled to disqualify and disentitle you forthwith for any further training and your name is liable to be automatically stand discontinued from the list of ILP trainees without any further intimation / separate communication to you.

3. Hours of Training:

You may be required to undergo training in shifts and / or in extended training hours as permitted by law.

4. Leave:

You will be entitled for leaves as per the company's policy.

5. Transport:

TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

6. Alternative Occupation / Traineeship:

During the period of your traineeship at TCSL, you are not permitted to undertake any other traineeship, employment, business, assume any public or private office, honorary or remunerative, without the prior written

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Ref No: 19252192
29-Dec-2021



Yadav Murugan Krishnasamy

Dear Yadav,

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

Your annual total compensation will be **INR 210,754**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

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

We request that you join us on or before **10-Jan-2022**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

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

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

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



Shibu Balakrishnan
Sr. Director-Talent Acquisition

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

Signature:

Date:




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Compensation and Benefits

Name: Yadav Murugan Krishnasamy

Designation: Process Executive - Data

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1388.839286	16,666
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4628	55,536
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	446	5,352
Annual Gross Compensation			210,754
Annual Total Compensation			210,754
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			230,254

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

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) 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 India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI

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Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

* Flexible Benefit Plan:

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

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

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

Note:

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 29-Dec-2021 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Yadav Murugan Krishnasamy, _____(Age) _____, residing _____ at _____ (hereinafter referred to as "you," "your" or

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"yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

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[Handwritten Signature]
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Madurai - 625 011

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the

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[Signature]
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Date : 18-Nov-2021
RRF.No : iprocess16010

To

SUNIL CHOTURAM BALOTIYA,

Galli No. 3, Vatsalatai Naik Nagar, S. G Barve Marg, C. S. T Road, Chembur
Mumbai Maharashtra
400071 India

Letter of Offer

Dear **SUNIL CHOTURAM BALOTIYA,**

With reference to your interview and online documentations submitted for seeking employment with the organization, we are pleased to offer you the post of **SR. EXECUTIVE** at **GRADE-13** with **i-Process Services (India) Private Limited**.

Your total emoluments shall be as per Annexure attached hereto and your date of joining shall be **24-Nov-2021**

You will report at our following client work location:

ICICI Bank Limited, ICICIBANK MUMBAI

A detailed letter of appointment shall be issued to you upon your joining subject to verification of your references and other details provided by you. This letter of offer is issued to you based on the representations made by you and this offer of appointment / subsequent appointment is subject to:

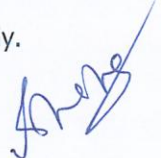
- Satisfactory results of verifications and reference checks to be carried out by us. In case the Company considers that your verification / reference checks are not up to the desired level, the letter of offer / subsequent appointment letter shall automatically stands withdrawn and, even if you have joined duty, your services shall be terminated with immediate effect without any compensation notice or salary in lieu thereof.
- If you fail to join on the date specified hereinabove, **the offer shall stand withdrawn.**

You are requested to give your acceptance online to this offer letter accordingly.

For i-Process Services (India) Private Limited

Authorized Signatory





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Name of the Employee **SUNIL CHOTURAM BALOTTIYA**
Date of Joining **24-Nov-2021**
Designation **SR. EXECUTIVE**
Grade **GRADE-13**
Location **Mumbai**

Pay Component	Monthly Amount	Annual Amount
Fixed CTC		
Gross Salary	16850	202200
Basic	10500	126000
HRA	500	6000
Conveyance Allowance	800	9600
Medical Allowance	750	9000
Supplementary Allowance	4300	51600
Retiral Other Benefits	2853	34236
Employer PF	1800	21600
Employer ESI	548	6576
Gratuity	505	6060
Total Fixed CTC	19703	236436




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Date : 18-Nov-2021
RRF.No : iprocess16010


JOINING SLIP

Name : SUNIL CHOTURAM BALOTIYA
Date Of Birth : 30-Dec-2000
FATHER'S NAME : Choturam Balotiya
PRESENT ADDRESS :Galli No. 3, Vatsalatai Naik Nagar, S. G Barve Marg, C. S. T
Road, Chembur@Mumbai Maharashtra 400071 India
MOBILE NO : +91-7738023659
JOINING DATE : 24-Nov-2021
LOCATION : Mumbai
OFFICIAL REPORTING ADDRESS : ICICIBANK MUMBAI

For i-Process Services (India) Private Limited

Authorized Signatory




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Smt. Thirumalai College of Commerce,
Wadala, Mumbai - 400 031



Connect HR 17 Sep 2021



to me, Akash, Imran ▾

Dear Ms. **Durvakshi Dadhe**,

We are pleased to offer you the position of **Jr. Copywriter** with **FORWARD**, Mumbai.
(FORWARD is part of Goldmine Advertising Limited).


Your monthly gross salary will be **Rs. 25,000/- p.m (Rupees Twenty five Thousand Only)**.

Your joining date would be **20.09.2021, Monday**.

You need to submit the following documents at the time of joining :

1. One Passport Sized Photographs
2. Address Proof (Aadhar Card/Pan Card)
3. ID proof (Aadhar Card/Pan Card)
4. Educational Certificates
5. 3 month's pay slips.
6. Relieving Letter
7. Bank Details (Cancelled Cheque)
8. 2 professional & 2 personal references with contact details, designation, email ID & address.




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We look forward to your arrival and are excited about the potential that you will bring to our organization.

If this employment offer is acceptable to you, please reply to us as accepted by today
17.09.2021

Thanks and Regards,

Neha Chaturvedi

Sr. Executive HR

FORWARD


M: +91 7045443084

D: +91

A: 306, The Summit, Off [W. E. Highway, Vile Parle East, Mumbai-400057](#)

DISCLAIMER: This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If




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TWOCENTS
CONSULTING
EVOLVING FOR SUCCESS

2 December 2021

To
Mr. Sajal Bhagat
203, Shreenivas CHS
Shahbaz Village, Plot number Z1-Z2
Sector 19/20 Belapur CBD
Navi Mumbai - 400614


Subject: Offer Letter for Internship

Dear Sajal,

We were all very excited to meet and get to know you over the past few days. We have been impressed with your background and would like to formally offer you the internship position of Content Writer. This is a full-time position, and you will be on probation for a period of three months. You will be reporting to the Director of Customer Engagements.

We will be offering you a monthly gross salary of INR 6,000/- which is inclusive of fixed and variable pay. The salary breakup is mentioned in a table below. Your expected starting date is 6th December 2021. You will be asked to sign an employment contract and agreements, like confidentiality, nondisclosure and noncompete at the beginning of your employment. The employment will be made permanent at the end of the probationary period subject to performance review being good. On successfully converting to permanent employment, you will be given an appointment letter with remuneration details.




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Gross Salary monthly breakup

Income	Amount	Deduction	Amount
Basic Salary	₹ 3,000	Income Tax	₹ 0
HRA	₹ 1,500	Professional Tax	₹ 200
Special Allowance	₹ 1,500		
Total	₹ 6,000	Total	₹ 200

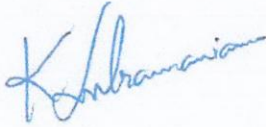
The above breakup is subject to the employee investing as per applicable tax exemption laws in India and submitting the same to the organisation by 25th January in the financial year of 2021-22.

We would like to have your response via email by 4th December 2021. In the meantime, please feel free to contact me via email or phone, should you have any questions.

We are all looking forward to having you on our team.

Best regards,

For Two Cents Consulting



Subramaniam Krishnan
Founder and CEO



WIFES MAGIC PVT LTD

705, C Wing, Neelkanth Business Park, Ghatkopar (West), Mumbai-400086
Tel:- +91 22 67364444

AUTHORISED TRADERS & SUPER STOCKIST

Date: 8th January 2021

To,

SUB: Assignment for "Business Head"

Dear Reema Gupta,

We are pleased to inform you that you have been selected for the subject position and the assignment to Wifes Magic Pvt Ltd. During this period, you will be assigned virtually to our office at Mumbai and will be virtually working all over West India. Your primary responsibilities and duties as per detailed terms and conditions furnished below: -

1. Your designation as mentioned above will be "Business Head".
2. Your Joining Date of office will be 08.01.2021 at Mumbai Branch.
3. You will be paid a consolidated Net Salary of Rs.3,00,000 Per annum. On successful joining you will have to go through 6 months' probation period. During probation period, if your feedback checks are unsatisfactory, unable to obtain proper results, management dissatisfaction occurs; your employment will be terminated within a given period as deemed appropriate.
4. You are expected to fulfill your responsibilities assign to you; work assignment will be as per decision of Management and as per requirement of the division.

As a token of your acceptance of this offer on the terms & conditions stipulated above, please sign on the duplicate copy of this letter and return the same.

Thanking you,

SIGNED & AGREED

Yours faithfully,

For,

WIFES MAGIC PVT LTD



Reema Gupta

PRINCIPAL

S.I.W.S. N.R. Swamy College of
Commerce & Economics and
Smt. Thirumala College of Science
Mumbai - 400 031

General Guidelines: -

1. Please note that this offer bind each other professionally but is not valid for any judicial issues. Only Employer can use this as evidence in court if it's required.
2. You are entitled for any personal leave can avail only after first 6 months of joining.
3. You or your family will not be covered under any medical insurance plan.
4. Any taxes payable under Government laws shall be payable by you and shall be deducted from your salary if it's necessary. You shall be responsible for filing your individual tax returns, Company is not responsible for any of your liabilities, loans or premium of Government or private firm

5. The company will not provide any housing or transportation except Office work Transportation approved by Company.
6. You are required to submit your work report in form of Daily Sales report (DSR) on a company standard format minimum once a day/week and whenever requested by administration.
7. Salary is paid to you by account payee cheque on every 10th of the month, if 10th is holiday then business day after that day. However salary is paid from 1st to 30th/31st of the previous month.
8. Keep any information provided by company strictly confidential and do not disclose to anyone other than related to our business, which includes information about candidates, clients and Management
9. Success of work and performance is based on customer satisfaction. Will be decided by Division Head or management.
10. In any case, you will not try to seek direct employment with our client during the employment and one year after the employment finish. If you get direct employment with the client or our principle company or our competitors at your initiative, by client or by a third party involvement, you must pay penalty to company, an amount equal to your one month's salary.
11. Either you or company can terminate the agreement and employment with 1 MONTHS written notice.

Please confirm your acceptance of the offer as below:

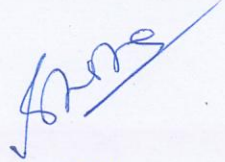
"I have understood the terms and conditions of the offer and I hereby accept it".

Also, any detail provided by me is true and correct and if company finds any misleading or wrong information about my Education Qualification, Personal background and professional experience details, company has right to cancel this offer and my employment with the organization.

Agreed & Signed _____
Reema Gupta

This is an E Document and does not require signature & stamp on it.




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Wadala, Mumbai - 400 031

Strictly Confidential

Date: 30/11/2021

Mohammed Muneer

Subject: Offer letter for the position of Wealth Manager - Stockbasket

Dear Muneer,


This has reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Wealth Manager - Stockbasket**.

As discussed, you shall join duty on **1st December 2021** failing which this letter will be treated as cancelled. Please note that this offer would be withdrawn if you won't accept the same on or before **30/11/2021**. Please find the salary structure below:

Component	Amount (Rs)	
	Per Month	Yearly
Fixed Compensation Structure		
Basic Pay + DA	8105	97258
HRA	4052	48629
Other Allowances	1351	16210
Total all (above)A Gross Salary	13508	162096
LESS		
PF Employee Contribution	973	11671
ESIC Employee Contribution	101	1216
Professional Tax	200	2500
NET Salary	12234	146709
PF Employer Contribution (B)	1054	12643
ESIC Employer Contribution (C)	439	5268
Total Cost to Company (CTC) A+B+C	15001	180008

You shall be on probation for a period of 6 months and your services would be confirmed based on your performance. You will have to go through a certification process after 15 days of training. If qualified, the employment would continue or else will be suspended. You will be reporting to **Mr. Paras Matalia** on the date of Joining.




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At the time of your joining you would be required to submit the following Documents as per the list attached below.

1. Proof of Age
2. Certified true copies of your Educational / Professional Qualification(s) Certificate (s).
3. Experience Certificate(s)
4. Copy of Relieving Letter or acknowledgement of Resignation letter from your last employer.
5. Last 3 months Salary Slip / Certificate.
6. Latest 2 Photograph (Passport Size)
7. NCFM Certificate (if available)
8. Pan Card Copy
9. Address Proof

On submission of your Joining Kit and other Documents as mentioned above, you will be issued a formal Appointment Letter explaining the terms & conditions in detail as per Company norms.

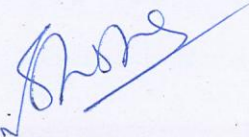
Thanking You.

For Samco Securities Ltd.
Authorized Signatory

I hereby accept the above offer.

Candidate's Signature & Date




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Wadala, Mumbai - 400 031



KHUSHBU SINGH
Public Relations Officer

Consulate General of the
Democratic Socialist Republic of Sri Lanka
34, Homi Modi Street, Mumbai 400001
Web: mumbai.mission.gov.lk

Tel. : +91 22 2204 2339
Fax : +91 22 2287 6132
Mob : +91 9004963052
E-mail : slcg.mumbai@mfa.gov.lk
ks4khushbusingh@gmail.com



Shruti

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Smt. Thirumalai College of Science,
Wadala, Mumbai - 400 031



**CONSULATE GENERAL OF THE DEMOCRATIC
SOCIALIST REPUBLIC OF SRI LANKA**

34, Homi Modi Street, Mumbai - 400 001.



NO.MUM/ADM/1/PF/51
Ms. Khushbu Singh

Consul General
Mumbai



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Smt. Thirumalai College of Science,
Wadala, Mumbai - 400 031

R. N. _____
Pcs _____
JCN _____
Sampling Nos
 S
P. M. _____

VARIETY MARKING CENTRE

245 NK Building, 3rd floor, Mumbadevi Rd., opp Mumbadevi Temple Mumbai-02
License No: -R-400813 GST No:-27AABPC9933H1ZQ
Tel no:-022-23456406, intercom no:-2094, Email id:-varietymarking@gmail.com

ASSAYING & HALLMARKING CENTRE

01/12/2021

To,
Miss Simran Gajapole

Sub : Appointment of computer operator for Receiving at our centre

We are pleased to inform you that you have been appointed as computer operator in the organization for assaying and hallmarking centre.

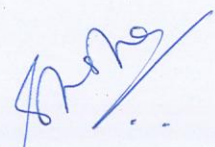
You are required to put your best sincere efforts with the help of other colleagues in complying the BIS requirements in our centre under the guidance of our consultant and ultimately achieving the coveted accreditation.

We wish you all the best wishes.

Yours truly,


Jayesh Chhajer Huf
Proprietor





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Smt. Thirumalai College of Science,
Wadala, Mumbai - 400 031

REF: MH/IRN/APPNT/DEC/2021

LETTER OF APPOINTMENT

1. Name of the Establishment : MEGHA HEALTHCARE PRIVATE LIMITED
2. Address : 9,Luthra Premises,
Andheri Kurla Road, Safed Pool, Sakinaka,
Mumbai -400 072.
3. Name of the Employer : MEGHA HEALTHCARE PRIVATE LIMITED
4. *Name and address of the Trainee Executive Customer Relation : **MR. UPENDRAPRASAD P CHAURASIYA**
GRD FLOR B-26, KALPATARU CHSSANTROHIDAS
MARG, BABUJAGIVAN NAGAR DHARAVI-400017
5. MR. UPENDRAPRASAD PARASNATH CHAURASIYA is appointed as a TRAINEE EXECUTIVE CUSTOMER RELATIONS in our Organization with effect from 13th December 2021.
6. Your appointment as TRAINEE is for a period of six months and thereafter on Probation for another six months.
7. During the period of Trainee your Total Annual Package on CTC (Cost to Company basis shall be as follows:-

Particulars	Revise Salary Rs
BASIC	4300.00
HOUSE RENT ALLOWANCE	1100.00
PERFORMANCE BONUS/COMMISSION	6828.00
MONTHLY GROSS	12228.00
ANNUAL GROSS	146739.00
BONUS(AS PER ACT)	4300.00
PROVIDENT FUND (12% OF BASIC P.A)	6192.00
ESIC (3.25% OF GROSS P.A)	4769.00
ANNUAL PACKAGE	162000.00
MONTHLY CTC PACKAGE	13500.00

PERFORMANCE BONUS/COMMISSION SHALL BE PAYABLE ONLY ON ACHIEVEMENT OF OBJECTIVE /TARGETS

NOTE :- As Per Prevailing Law

The Following Daily Working Allowance Structure is applicable to you.

- a) Head Quarter Allowance per working day in the field Rs. 150/- per day.
- b) Courier:- As per Actuals (Max limit Rs. 120/- per month) with supporting Bill
- c) Tel/Fax/Xerox :- As per Actuals (Max limit Rs. 80/- per month) with supporting Bill.
- d) Internet usage:- As per Actuals (Max limit Rs. 240/- per month) with supporting bill..

B. Other conditions of service as per Annexure I & II attached to this letter.

For MEGHA HEALTHCARE PRIVATE LIMITED

D. Palkhavan
 Authorized Signatory

Date: 28th December 2021

*A change of address of the employee shall be communicated to the employer.

Megha Healthcare Pvt. Ltd.

Head Office: 9, Luthra Premises, Andheri Kurla Road, Safed Pool, Andheri (E), Mumbai - 400 072 • Phone : 4032 3232, Fax: 4032 3255
 Website: www.meghahealthcare.com • Email: info@meghahealthcare.com



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 Wadala, Mumbai - 400 031



PRIVATE AND CONFIDENTIAL

EMPLOYMENT AGREEMENT

Mr. Pankaj Sharma
1212 Sneh Sagar CHS Saug Baug Marol,
Andheri East - 400059
India

17th January 2022

Dear Pankaj,

I would like to congratulate you on your interviews with GTT Communications India Private Limited ("the Company") and I am pleased to offer you employment with the Company.

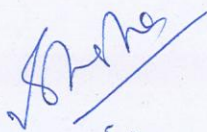
This Agreement sets out the main terms and conditions of your employment with ("the Company") which is subject to

1. Satisfactory references
2. Satisfactory documentary evidence of appropriate qualifications that are acceptable to the Company
3. Satisfactory written confirmation of your right to work and remain in India
4. Satisfactory completion of any required or requested background check and/or motor vehicle check.
5. I further understand that the Company and/or its client company may obtain any of my Personal Information, as defined under the (Indian) Information Technology Act, 2000, (except for any password or financial information such as Bank account or credit card or debit card or other payment instrument details, which the Company and/or its client company may obtain solely from me) as part of an internal background investigation and that I hereby consent the Company to obtain any of such Personal Information solely for lawful use, by checking this box

Further terms and conditions of your employment are also set out in the Company's Employee Handbook a copy of which is enclosed for your information. You should ensure that you read this Agreement, together with the Handbook, very carefully

GTT COMMUNICATIONS INDIA PRIVATE LIMITED
(formerly known as Hiberia Atlantic Communications Private Limited)
8th Floor, Platinum Towers, Final Plot No.4 City Survey No.1678 to 1683, Bhamburda,
Shivajinagar, Pune-411005, Maharashtra, India.
CIN: U74900PN2011FTC143259 | Tel: India +91. 7391090000




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Commerce & Economics and
Smt. Thirumalai College of Science,
Wadala, Mumbai - 400 031

Deloitte.

Deloitte Shared Services India LLP
Indiabulls Finance Centre, Tower 3, 27th-32nd
Floor,
Senapati Bapat Marg, Elphinstone Road(W),
Mumbai-400013
Maharashtra-India
Tel: +91 02261854000
www.deloitte.com

Employee Name: Shruti Vikas Bhagwat
Employee Code: 39413
Date: 10 February, 2020

Joining letter

Dear Shruti Vikas Bhagwat,

With reference to the offer and terms of employment date **10 February, 2020**. We are pleased to confirm your appointment as under:


1. Your date of joining in the organization is **10 February, 2020** for the position of **Executive** in **Executive Grade** in **Central Operations Group** Department of **Enabling Areas** Function.

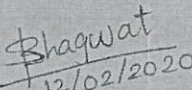
2. Your Fixed Pay is Rs. **3,00,000** per annum.

All other terms and conditions shall be as stated in the said letter.

We welcome you aboard, and wish you all the best in your career.

Accepted,



Authorized Signatory
Badari Narayana


12/02/2020

(Please sign and date your acceptance)

Shruti Vikas Bhagwat




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Smt. Thirumalai College of Science,
Wadala, Mumbai - 400 031