



RNB
GLOBAL UNIVERSITY
Educating stars for tomorrow

Offer Letter of Benefited Students

RNB GLOBAL UNIVERSITY

RNB Global City, Ganganagar Road,
Bikaner, Rajasthan 334601



AVON METERS PRIVATE LIMITED

Mfr. of : Static kWh Energy Meters

(AN ISO 9001-2008, ISO 14001-2004 & ISO 27001-2005 CERTIFIED COMPANY)

To,

Date: 10.12.2021

Mr. Raj Kumar

Ward No.07 Near Makhachak

Kachahri, Maakhachak, Bakhri

Begusarai, Bihar (848201)

Email: rajkumarbakhri@gmail.com

Mob: 91-7982699318

Mr. Raj Kumar

Congratulations!!

OFFER OF EMPLOYMENT

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you employment in our organization as a Design Engineer (Level -1) A Formal letter of appointment will be issued to you at the time of your joining.

You are requested to join latest by 15.12.2021, beyond which the offer will stand cancelled.

At the time of joining please submit the following documents to the company in original with a set of Photostat copies. The original shall be returned to you after verification.

- Birth Certificate
- Copies of Testimonials pertaining to education and work experience.
- 6 passport size photographs.
- Salary certificate and relieving letter from the previous employer.
- Income Tax certificate.
- PAN Card Copy.

We look forward to providing you with a highly rewarding and enjoyable career opportunity with our organization.

Yours faithfully

For Avon Meters Pvt. Ltd.

Authorized Signatory



Works : D-15-16-17, Industrial Focal Point, Derabassi 140507 (Pb.) Near Chandigarh

Phone : 01762-261500 to 261530 Fax : 01762-282200

email : info@avonmeters.com, Web : www.avonmeters.com



AVON METERS PRIVATE LIMITED

Mfr. of : Static kWh Energy Meters

(AN ISO 9001-2008, ISO 14001-2004 & ISO 27001-2005 CERTIFIED COMPANY)

APPOINTMENT LETTER

Date: 20/12/2021

Mr. Raj Kumar
Ward No : 07,
Near Makhhachak
Kachahri, Maakhhachak
Bakhri, Begusarai
Bihar - 848201
Mob: 7982699318
Email : rajkumarbakhri@gmail.com

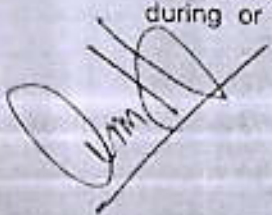
Dear Mr. Raj Kumar,

With Reference to our discussions we are pleased to inform you that you are hereby appointed as a **Design Engineer (Level-1)** of our Organization as per terms and conditions discussed and agreed upon as under :-

1. This appointment as a trainee on probation period i.e. six month is effective from 13/12/2021 the date of your joining at our Organization. You will be confirmed on successful completion of your probation period,
2. You will be required to give a notice of **3 months** or CTC (equivalent to your 3 month CTC) in lieu of notice. However the company can terminate your services by giving you a notice of one month or salary in lieu of notice period. If under any circumstances you do not adhere to this clause the company can take legal action against you.
3. You will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time , as and when applicable as per rules of the Company and such other benefits as applicable to employees in force from time to time to the location / place wherever you are working.
4. Your future increments or promotion or any other salary increase shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.
5. During the period of service with the company, you shall not indulge and/ or take part in any activity of formation of council and / or association or become a member being part of management staff which are found to be detrimental in the interest of the company in any way. Such an action shall be deemed as infringement to service conditions of the company and amount to causing damage to its interest and shall call for disciplinary action being taken against you, as it may deem fit and appropriate.

Works : D-15-16-17, Industrial Focal Point, Derabassi 140507 (Pb.) Near Chandigarh
Phone : 01762-261500 to 261530 Fax : 01762-282200
email : info@avonmeters.com, Web : www.avonmeters.com

6. You shall retire from the services of the Company on attaining 58 years of age.
7. During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the Company in writing. Any contravention of this condition will entail termination of your services from the Company.
8. Your services are liable to be transferred or loaned or assigned with / without transfer, wholly or partially, from one department to another or to office/ branch and vice-versa or office/ branch to another office/ branch of an associate company, existing or to come into existence in future or any of the Company's branch office or locations anywhere in India or abroad or any other concern where this Company has any interest. In such case, you will abide by responsibilities expressly vested or implied or communicated and shall follow rules and regulations of the department / office, establishment, jointly or separately, without any compensation or extra remuneration or provision of accommodation. You, thereupon, may be governed by service conditions and other terms of the said concern as may be applicable.
9. In the event you are absent from duty without information or permission of leave or you overstay your sanctioned leave, the Management will treat you as having voluntarily abandoned the services of the Company.
10. Your services are liable to be terminated at any time :
 - i) During probation or after confirmation, in case you are found to be medically unfit by the Company's Authorized Medical practitioner, on examination;
 - ii) As and when the Company comes to know of any conviction by the Court of Law during the tenure of your service with us or conviction and / or any bad record in the past under the previous employer, or because of your giving false information at the time of your appointment or concealed any material information or given any false details in the application form or otherwise as regard age, education qualification , experience , salary etc.
 - iii) If you are found to be not possessing desired qualification which do not conform to custom authority and / govt. regulation as may be required from time to time and necessary for continuation of business or its exigencies or on account of redundancy.
11. You will keep the Company informed of any change in your residential address that may happen during the course of employment of your service with the company.
12. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilize them for your own use or disclose to other persons during or after your employment.



13. During the course of employment with the Company, you will acquire, gain, generate, gather and develop knowledge of and be given access to business information about products activities, know – how, methods or refinements and business plans and business secrets and other information concerning the products / business of the Company, hereinafter called the "SECRETS". You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during course of employment and on cessation for at least 2 years period.
14. You shall carry out the job of **Design Engineer (Level-1)** and such other jobs connected with or incidental to which is necessary for business of the Company. You shall do any other work assigned to you, which you are capable of doing or work at any other post which has been temporarily assigned to you.
15. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters.
16. You will not seek membership of any local or public bodies without first obtaining specific permission of the management. In the event of your becoming member without following due process as mentioned , it shall amount to contravention of provision of employment condition and the management reserves the right to take appropriate action including dispensing with your services , as it may deem fit.
17. You will not give out to any one, by word of mouth or otherwise, particulars of our business or administrative or organizational matters of a confidential nature which may be your privilege to know by virtue of your being our employee.
18. While you are in employment of the company, you may be given or handed over company's property and / or equipment for official use and you shall take care of them including their upkeep. On cessation of employment with the Company, you shall return all documents, books, papers relating to the affairs of the Company, purchased with the Company's money, which may have come to you, and also any property of the Company in your possession.
19. Any balance of advance or loan taken by you from the Company, shall be fully recovered from your salary- and any other legal dues including Gratuity, at the time of your leaving the services of the Company.
20. While working as an employee if you enter into any business transaction with any party on behalf of the company within your permissible limits, it shall be your responsibility to ensure recovery of outstanding. If any outstanding remains at the time of leaving the services of the company, it shall be your responsibility to recover for remittance to the company before you proceed to settle your legal dues in full and final settlement of your account



21. The company is obliged to deduct Income Tax at source as per provision of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the company to comply with the provisions of law. In the event of non compliance by you as aforesaid if the company is required to pay any interest or payment under Income Tax Act, it shall deduct the amount as may be paid or payable from your salary or other payments and you shall allow the company to comply with these requirements without objection.

22. If you join the company as trainee and after the successful completion of your training if the company hires you and you leave the job during probation or by not giving proper notice they you are liable to pay the cost incurred by the company on your training and all the related expenditures will be recovered by you.

23. All disputes arising out of this letter will be subject to the jurisdiction of the Chandigarh Court. And that the courts, tribunals and/or authorities at Chandigarh only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this contract of employment, irrespective of your working HQ being elsewhere at that times.

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment.

Hope that this will be the beginning of a long and successful career with us.

Yours faithfully,

For AVON METERS PVT. LTD.


Authorized Signatory

(Signature of Employee)

Raj Kumar
20/12/2021

Accepted: _____



Date: 1st December 2021

Name of Candidate: **Mr. Lavesh Sethia**

Subject: Offer Letter

Dear **Mr. Lavesh Sethia**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at **Gurgaon Office of PropertyPistol Realty Pvt. Ltd.**

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **03rd January 2022**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

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

For, PropertyPistol Realty Pvt. Ltd.

Authorized Signatory

I accept the above offer of employment

Signature:

Name of candidate: **Mr. Lavesh Sethia**



Annexure I

| | Per Month | Annually |
|---------------------------------|-----------|----------|
| Basic Salary | 15250 | 183000 |
| HRA | 6100 | 73200 |
| Conveyance | 800 | 9600 |
| Others | 2850 | 34200 |
| Gross Salary | 25000 | 300000 |
| Indicative Incentive * | 40,000 | 4,80,000 |
| Total CTC (Including Incentive) | 65,000 | 7,80,000 |

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- *There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.



Date: 20th November 2021

Name of Candidate: **Ms. Rani Puja**

Subject: Offer Letter

Dear Ms. Rani Puja,

We have pleasure in offering you a position of "Assistant Sales Manager" at Bangalore Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure. Over and above this you are entitled for performance based incentives upon achievement of targets.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **03rd January 2022**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

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

For, PropertyPistol Realty Pvt. Ltd.

Authorized Signatory

I accept the above offer of employment

Signature:



Name of candidate: **Ms. Rani Puja**



Annexure I

| | Per Month | Annually |
|--------------|-----------|----------|
| Basic Salary | 15250 | 183000 |
| HRA | 6100 | 73200 |
| Conveyance | 800 | 9600 |
| Others | 2850 | 34200 |
| Gross Salary | 25000 | 300000 |



Date: 21st October 2021

Name of Candidate: **Mr. Puneet Vyas**

Subject: Offer Letter

Dear Mr. Puneet Vyas,

We have pleasure in offering you a position of "Assistant Sales Manager" at Dubai/Qatar/Abu Dhabi Office of PropertyPistol Realty Pvt. Ltd. subject to successful completion of domestic induction.

Domestic induction program will be conducted in Noida for 7 days where you will be required to report to branch office of PropertyPistol Realty Pvt. Ltd.

During domestic induction program, the applicable salary shall be as mentioned in Annexure "A" (Domestic Salary).

Upon successful completion of program, you shall be transferred in Dubai/Qatar/Abu Dhabi subject to successful Visa application. In Dubai/Qatar/Abu Dhabi, the salary shall be as per Annexure "B" applicable.

In case your domestic induction program is not in your hometown then company shall bear your shared accommodation & food expenses on actual subject to a limit of Rs.1000/ day.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit / department / associate concern of the company in any other location as it may consider necessary 'in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve a notice period of 7 days.

Your tentative Date of Joining would be 15th November 2021, subject to completion of both the doses of vaccine

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

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

For, PropertyPistol Realty Pvt. Ltd.

Authorized Signatory

I accept the above offer of employment
Signature:

Name of candidate: Mr. Puneet Vyas



Annexure A

| | Per Month | Annually |
|---------------------------------|-----------|----------|
| Basic Salary | 15250 | 183000 |
| HRA | 6100 | 73200 |
| Conveyance | 800 | 9600 |
| Others | 2850 | 34200 |
| Gross Salary | 25000 | 300000 |
| Indicative Incentive * | 40,000 | 4,80,000 |
| Total CTC (Including Incentive) | 65,000 | 7,80,000 |

Annexure B

Salary Break Up (AED)

| | Per Month | Annually |
|--------------|-----------|----------|
| Basic | 1890 | 22680 |
| HRA | 756 | 9072 |
| Others | 1554 | 18648 |
| Gross Salary | 4200 | 50400 |

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- *There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.



FLORET IMPEX PRIVATE LIMITED
 414, 4TH FLOOR, ALANKAR PLAZA CERNTRAL SPINE
 VIDHYADHAR NAGAR, JAIPUR 302039 (RAJ.)
 TELEPHONE NO.:- 0141-2232348, +91-9785499915

Salary Slip of September, 2021

| CHAMAN TANWAR | | Empolyee Code: | N.A. |
|--------------------------------------------------------------------------|-------------------|--------------------------------------------------|------------------|
| Address :- Purani Ginani, Dhanwariya Ka Mohalla, BIKANER (RAJ.) - 334001 | | Total Days: | 30 |
| | | Weekly Offs / Holidays / Leaves: | X / 0 Days Leave |
| | | Working / Payable Days: | XX / 30 Days |
| | | Excluding Fixed Weekly Off & Applicable Holidays | |
| Designation: | Marketing Manager | PF. A/c No | N.A. |
| Location: | Jaipur, India | PAN : | BAJPT8201N |
| | | Monthly Salary : | 40000.00 |
| Earnings | Amount (Rs.) | Deductions | Amount (Rs.) |
| Basic | 16,000 | PF Amount | - |
| HRA | 8,000 | ESI | - |
| Transport Allowance | 6,000 | Advance / Leaves (- Days) | - |
| Child Education Allowance | 2,000 | Cab/Transport Facility | - |
| Medical Allowance | 6,000 | TDS (Estimated Average)*** | - |
| LTA (Local travelling allowance) | 2,000 | | |
| Expenses Reimbursement** | - | Deductions Total | - |
| Cab/Transport Facility (Variable) | - | | |
| Earnings Total | 40,000 | (Deductions U/S 80C to 80U) | |
| Net Payable Salary | 40,000 | | |

(Rupees - Thirty Five Thousand Only).

General Notes :-

* Salary & Expenses Reimbursement always paid separately.

** Expenses Reimbursement is treated as company's general cost.

*** Please refer Salary Computation for average monthly Tax amount & Tax has been deducted tentatively, after considering the maximum limit of tax saving investment made by employee.

FOR :- FLORET IMPEX PVT. LTD.

For Floret Impeex Pvt. Ltd.

 Director

Authorised Signatory





To,
Kotni Devika,
Vijayalakshmi Agaraja Cement Shop,
Near Current Transformer,
Satyavaram village, Narasannapeta(M),
Srikakulam - 532421
Andhra Pradesh.

16th April 2021

Dear Devika,

Sub: Letter of Intent for Appointment.

This is with reference to your application and further interviews you had with us, we are pleased to offer you employment in our organization as detailed below.

Designation: Business Analyst

Joining date: On April 19, 2021

Place of Posting: Gachibowli (Hyderabad)

Salary: 20,000 per month (First six months of Probation period)

Includes two years of commitment with the Organization

A detailed letter of appointment includes all terms and conditions as agreed, would be issued upon your joining with us.

For Bridgesoft Solutions Pvt Ltd ,

Neethu Landa
HR Team



Accepted: _____

(Signature of an Employee)



BS/HR/OL/19/V.1.0



HR-Rec: /20-21/591871

To,
Miss Aradhana Soni

Dear Aradhana,

With reference to your application and the Subsequent interview you had with us we are pleased to appoint you as **Management Trainee in Liabilities Branch Operations and Services** at our **Bikaner - Rani Bazar** for a period of twelve month commencing from **April 1, 2021** at a **consolidated stipend of Rs. 20,000.00/- per month.**

Your training is subject to the following terms and conditions.

1. Your training may be terminated at any time with notice by the management. However, you may terminate your training at any time by giving 15 Days' notice to us.
2. During the training you will not act in a manner prejudicial, to the interest of the management of establishment.
3. You will be entitled to the benefits as suitable to your category. You will be regulated by the company's rules and regulations as applicable to your cadre, breach of any such rules and regulations will entitle the management to terminate your training without any notice.
4. In the event of your training being terminated for any reason you will return all items issued to you such as Identity Card, Sim Card, Stationary items or keys, Visiting Card, any other official belonging, etc., to the concerned department.
5. During the period of your training, you shall not take up services of be employed elsewhere or do any work either on your own account or otherwise, other than that of ours.
6. It is a specific conditions that if at any time during your training, it is established that you have been absorbed as a trainee under false pretence or on basis of false information or whatsoever, your training may be terminated immediately without any notice or without any payment in lieu of notice.
7. This offer of training is subject to your being found medically fit by the company's doctor or any other medical practitioner duty authorized by the company.
8. Professional tax as applicable shall be deducted as per rules.
9. Mobile CUG Connection will be provided by the Company as per policy.
10. Incentive will be provided by the Company as per policy.
11. You will be covered under GMC policy of the bank with the coverage of Rs.1,00,000 per annum.
12. Your Confirmation of the employment with the organization will be based on the performance & will be subject to the decision of management.

You will Report to Mr. Kailash Kumar Tanwar. You are requested to report at the following address:

AU SMALL FINANCE BANK LIMITED.

B-11 E, Behind Ceg Tower, Near Tata Service Center Malviya Nagar Ind. Area, Malviya Nagar, Jaipur, , , Jaipur, Rajasthan, IN-302017

If you agreeable to the afforested terms and conditions please return the duplicate copy of this with your signature thereon signifying your acceptance.

We are happy to welcome you to our organization and are confident that this will result in a mutually advantageous relationship.



Yours faithfully,
For AU Small Finance Bank Limited



Authorized Signatory

Human Resource Department

Acceptance

I hereby declare that I have carefully studied and understood the terms and conditions of training herein detailed.

I accept and undertake to abide by the said terms and conditions.

Signature : _____

Date : _____

Place : _____





+91 8050829512
contact@thehack.in
www.ewar.in

OFFER LETTER

Date: 25/02/2021

Dear Jeet Kumar Thapa,

thapajeetkumar@gmail.com

I am delighted to welcome you to gHack Technologies as a "HR". At gHack Technologies, we believe that our team is our biggest strength and we take pride in hiring only the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful experience with us.

Your appointment will be governed by the terms and conditions presented in the Annexure A.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!

PARTH CHADHA
CEO, COFOUNDER
GHACK TECHNOLOGIES





+91 8050829512
contact@thehack.in
www.ewar.in

Annexure A

You shall be governed by the following terms and condition of service during your Tenure with gHack Technologies, and those may be amended from time to time.

1. You are being hired as a "HR" and Nasreen Khan would be your Reporting Manager and Mentor.
2. Your **Date of Joining** will be 25/2/2021. You are expected to devote your time and efforts solely to gHack Technologies work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.
3. There will be catch ups scheduled with your mentor to discuss work progress and overall experience at regular intervals.
4. All the work that you will produce at or in relation to gHack Technologies will be the intellectual property of gHack Technologies. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly, you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking site and offline among your friends, college etc.) without prior discussion and approval with your mentor.
5. We take data privacy and security very seriously and to maintain confidentiality of any students, customers, clients, and companies' data and contact details that you may get access to during your tenure will be your responsibility. gHack Technologies operates on zero tolerance principle with regard to any breach of data security guidelines.
6. During the appointment period you shall not engage yourselves directly or indirectly or in any capacity in any other organization (other than your college). In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company of an extent estimated by the Company.





+91 8050829512
contact@thehack.in
www.ewar.in

7. Under normal circumstances either the company or you may terminate this association by providing a notice of 30 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of indisciplinary behaviors.
8. You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect.
9. gHack Technologies is a startup and we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hard work – and expect appreciation & rewards to follow.
10. Expect constant and continuous objective feedback from your mentor and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.
11. Have fun at what you do and do the right thing – both the principles are core of what gHack Technologies stands for and we expect you to imbibe them in your day to day actions and continuously challenge us if we are falling short of expectations on either of them.
12. **Your salary per month will be 30,000/-(fixed) plus performance pay(based on Performance).** All the office related expenses (phone calls, Internet etc., if any) would be reimbursed on actual basis.

I have negotiated, agreed, read and understood all the terms and conditions of this Offer letter as well as annexure here to and affix my signature in complete acceptance of the terms of the letter.

NAME: Jeet Kumar Thapa

PLACE: Bikaner

SIGNATURE:



DATE: 25/02/2021



Date: 04th February 2021

Name of Candidate: **Mr. Shubham Kumar**

Subject: Offer Letter

Dear **Mr. Shubham Kumar**,

We have pleasure in offering you a position of "**Assistant Sales Manager**" at Bangalore Office of PropertyPistol Realty Pvt. Ltd.

Your compensation in terms of "Cost to the company (CTC)" and detailed breakup will be as per attached annexure.

The management may place you on any assignment in any unit/department / associate concern of the company in any other location as it may consider necessary in its absolute discretion from time to time.

Your probation period is 06 months from the date of joining and on successful completion of the same you would be confirmed by the issue of a Confirmation letter. In case at any point during probation period, you wish to discontinue your services, you shall be required to serve notice period of 7 days.

Your proposed date of Joining is **11th March 2021**.

You are required to adhere to all company policies both during your probation and after confirmation period.

We look forward to a long and fruitful association with you.

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

For, **PropertyPistol Realty Pvt.Ltd.**

Authorized Signatory

| |
|---------------------------------------------------------------------------------------------------------------------------|
| <p>I accept the above offer of employment</p> <p>Signature:</p> <p>Name of candidate: Mr. Shubham Kumar</p> |
|---------------------------------------------------------------------------------------------------------------------------|



Annexure I

| | Per Month | Annually |
|---------------------------------|-----------|----------|
| Basic Salary | 15250 | 183000 |
| HRA | 6100 | 73200 |
| Conveyance | 800 | 9600 |
| Others | 2850 | 34200 |
| Gross Salary | 25000 | 300000 |
| Indicative Incentive * | 40,000 | 4,80,000 |
| Total CTC (Including Incentive) | 65,000 | 7,80,000 |

- Apart from the above mentioned salary Mobile and Travelling Allowance will be provided on Actual.
- *There is no limit of performance based incentive earning. The above mentioned incentive is an indicative incentive.



Dated: 18 Jan, 2021

Near Lakhara shiv mandir,
Ward no 17,
Nokha, Bikaner

Sub: Probation Intention Letter

Dear Komal Samdariya,

Subsequent to your interview with us, we are pleased to offer you an appointment on probation as a **Jr. Php Developer** in **Creating Lines** on the terms and conditions agreed mutually.

Your probation period starts on the day you join the organization. Your preferred date of joining as intimated to you is **Monday, 18th Jan 2021**.

Acknowledgement bearing your consent to this intention letter is requested.

Enclosed is your tentative Job Role and Remuneration description for the probation period. The same may be revised upon this period's completion. The said probation period may be extended or reduced as per the need of the organization.

Best Wishes

For Creating Lines

Pragati Malpani



Creating Lines

1st Floor, Sahu Mansion, Opp. Metro pillar no. 63,
Ajmer Road, Sodala, Jaipur, Rajasthan
Pin: 302006



<https://creatinglines.com>
hr@creatinglines.com

Basic terms and conditions during the 3 months' probation period

Working Hours

1. Creating Lines follows a 6 day working week i.e. Monday to Saturday
2. The office hours are from 10:00 AM to 07:00 PM, but it may extend or change as per business needs.

Leaves and Holidays

1. Probation period does not consist of any paid holidays. You will be required to work all days except declared public holidays.
2. You will be expected to inform the organization well in advance before taking any leave.
3. All leave will be subject to sanction from the competent authority.

Bonuses and Commissions

1. On successful completion of the 3-month probation period, you are entitled to a onetime bonus of Rs. 5000 (Indian Rupees Five Thousand only) to be paid with the salary of the following next month.

Resignation Terms

1. Resignation within the probation period will be considered as the violation of the terms and conditions.
2. In case of violation of the above terms
 - a. No Experience certificate will be provided.
 - b. You will never be able to re-join Creating Lines or associated organization.

General Terms and Conditions

1. Your services are liable to be transferred to any of our Offices, Branch Offices, Work Places, Institutions in Jaipur or to any place existing or that may come into existence hereafter or that may be established in future where your services may be required.



Creating Lines

1st Floor, Sahu Mansion, Opp. Metro pillar no. 63,
Ajmer Road, Sodala, Jaipur, Rajasthan
Pin: 302006



<https://creatinglines.com>
hr@creatinglines.com

2. Your services will be governed by the rules that remain in force or that may be framed in future or amended or modified from time to time.
3. Duration of probation period may increase or decrease as per your performance.
4. During the service period or otherwise you shall not discuss, divulge or communicate to any person, firm or corporate body any information pertaining to the organisation and its interests, trade, business, finance or the working of any process or invention which is carried on or used by the organisation or any other matter that may come to your knowledge / notice during the course of your employment or otherwise.
5. As an employee on probation of this organization, you will not take any interest directly or indirectly in any other Occupation, Profession, Vocation, Trade, Business or Employment whatsoever except with specific permission of Management in writing. You shall devote your entire Time, Energy, Talent and Skill exclusively to the performance of your duties assigned to you from time to time.
6. You shall maintain proper dignity of your office and shall deal with the matters with sobriety. You shall maintain and keep in your safe custody any such Books, Documents, Papers, Registers, Equipments and other assets that may be issued to you or that may come in your possession during the course of your association and shall return the same whenever required.
7. You will be required to submit various documents in support of stated Qualifications, Work Experience, Identity Proof, Pan Card, Address Proof, Relieving Certificate from last employer, Proof of your Last Drawn Salary and fulfil all joining formalities at the time of reporting for duties, failing which the company reserves the right to consider this offer null and void.
8. This appointment is subject to your being found and remaining medically, mentally and physically fit. Creating Lines reserves the right to ask you to undergo medical examination as and when considered necessary.
9. In case of any dispute arising out of interpretation of any or all items of the above terms and conditions the decision of the Creating Lines' management shall be final and binding upon you.
10. Any dispute or difference that may arise between you and the organisation will be strictly regulated in terms of this Appointment and Standing Orders that may remain in force besides Office Orders that are Issued, Amended, Modified and Framed from time to time and the legal jurisdiction in all cases shall always remain Jaipur, Rajasthan.



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Ajmer Road, Sodala, Jaipur, Rajasthan
Pin: 302006



11. This appointment is subject to confirmation of your having understood and accepting the terms and conditions as mentioned herein. Please Sign the copy of this letter as a token of your acceptance and acknowledgment of the same.

I have read and understood the above terms and conditions of employment and am accepting the same.

Date: _____

Signature: _____
(Komal Samdariya)



Creating Lines

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Ajmer Road, Sodala, Jaipur, Rajasthan
Pin: 302006

<https://creatinglines.com>
hr@creatinglines.com



Ref: APP/BCC IPL/N/2021/1

18th Jan 2021

To

Mr Subham Kumar Patra

SMQ -27/2, Air Force Station, Bikaner, Rajasthan-334001

Dear Subham,

This is in reference to past discussions and would like to communicate the below mentioned details specific to remunerations, incentives and KRAs effective post your joining the company. The effective joining date will be 25th Jan 2021.

We are pleased to offer you annual fixed components of Rs 2,40,000/- + Variable Components (SIP) upto Rs 3,00,000/- (depending on the performance) + Local Conveyance and Mobile Expenses on actuals. The annual fixed component will be upwardly revised to Rs 300000/- post completion of probation period of 6 months and the confirmation in writing will be issued.

The variable sales incentive plans (SIP) amount would be released in the subsequent QTRs. We will explain the basis of the calculations post your joining and completion of product and process training.

As per the statutory guidelines there will be applicable taxes, direct or indirect, state or local payable in India will be applicable on the fixed compensation and variable Components be it monthly or annually.

The external designation for the time being would be Officer- Business Analyst and it would change as per the advisory of the team member and senior management.

Objectives & KRA

- 1) Analyse the financials and business of the customers and advise the solutions as per the need of the customer.
- 2) Coordinate with banks/nbfcs and investors to design and structure the solutions for the customer
- 3) Develop strategy to enhance the business along with the Senior Management team.
- 4) To provide training and manage the subordinates on a regular basis .
- 5) Keep the management updated about the new development in the industry or by competitions.
- 6) Take active steps to keep the unit profitable and take rational steps.
- 7) Manage and motivate team or team members for professional growth and better company.
- 8) Should take steps on knowledge development and keep updated about industry development.



- 9) Develop Channel and Networks with CA, CS, , Real Estate Agent, Brokers, Sub DSAs, Marketing Agent.
- 10) Build up and maintain healthy relationships with HNI customers and act as NODAL to service and extract business.
- 11) Directly Source customers for Retail, SME and Corporate Loan products.

As per the statutory guidelines there will be applicable taxes, direct or indirect, state or local payable in India will be applicable on the fixed compensation be it monthly or annually.

General Obligations

The initial place of posting will be NCR based at Gurgaon, however at the sole discretion of the management you will be transferred or deputed from one place to another anywhere in India from one department to another or one from one establishment to another concern including to any of the affiliates, associates, or companies in which group may be having interest whether existing or which may be set up in future.

During employment with the organization or the group the services may be immediately terminated if you are held guilty of any offence involving moral turpitude without any reasons or notice. The services may be terminated by the management by giving three months written notice or fixed compensation in lieu thereof without assigning any reason. Similarly you can leave the services of the company by giving three months notice in writing or fixed compensation in lieu thereafter the completion of probation period. Upon the termination of the services with the group you shall immediately return all documents, manuals, confidential information, notes, analysis or any confidential documents. You will not be able to approach any kind of employment support with the empanelled banks, nbfc's, principals, associates or channels during the tenor of the employment with the company or post leaving the company for a period of one year from getting released from the company without written NOC from the company specific to any empanelled banks, nbfc's, channels, customers, associates of the company.

During your services with the group you shall maintain absolute confidentiality about the business secrets with the employee team members, competitors, channels, financial institutions, customers and relevant authority. You shall not be engaged, concerned or interested directly or indirectly in any other business, occupation or employment whatsoever (either for remuneration or honorary basis) and shall devote whole time, attention and abilities exclusively to the performance of the duties and shall faithfully serve the company or group and use your best endeavor to promote the interest and business thereof.

The business or product generated or developed by you while performing the services during the engagement with the company including all electronic data, papers, worksheets, logs, reports, training materials prepared by you shall be the sole and exclusive property of the company or group.





a unit of BRIDGE CAPITAL CREDIT & INVESTMENT PVT. LTD.

You will be responsible for the safe custody of all documents, manuals and kits and other property belongs to the entity or group that may be entrusted to and /or placed in your possession by virtue or and/or during the course of your employment with the company.

This appointment letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and management will be subject to exclusive jurisdiction of laws prevalent in India whether they be civil , labour, industrial or any other authority or whatsoever nature.

Please submit the below mentioned documents along with the acceptance of the letter.

- 1) 2 copy of passport size photographs
- 2) Family Photographs
- 3) Proof of Academic Qualifications
- 4) Copy of PAN Card and AADHAR Card

Best of Luck!
Regards

KRINTAN RAY
HEAD - STRATEGY & EXPERIENCE
GURGAON



CIN No. : U74999HR2018PTC073376

Regd. Office - AS Tower (2nd Floor), Suite No. 101, Sikanderpur, MG Road, DLF Phase 1, Gurgaon - 122002.

Branch Address - 412-413, Bajrang Tower, 2B Grant Lane, Kolkata - 700012.

Website - www.bazaarmoney.com

Email - info@bazaarmoney.com

CONTACT - 9650968866

CONTACT - 9830359328

fb.com/bazaarmoney

Date :25/02/2020

To

Manvendra Singh Bithu

Provisional Offer Letter

We are pleased to offer you employment in our organization at **ALTS EDUCARE LLP** as **Marketing Executive**. Your services are being deputed to **Career Launcher Bikaner** on the following terms and conditions:

Your employment will be valid from **03/03/2020**

Your CTC Salary will be **INR 192,000.00 per annum** (as per Annexure 1) and will be paid out on basis of your actual joining date.

We reserve right to terminate your services with immediate effect in case information furnished by you is not found to be true or background verification report is negative.

Your employment is subject to completing our on boarding process, which requires you to :

- Complete the Career Launcher Employee profile form
- Statutory Nomination forms like ESIC, PF etc.

Upload proofs of your documents:

- Government mandated ID proof: AADHAR Card and PAN
- Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc. Copy of both Educational certificates & Previous employment documents.
- Bank Details for Salary processing: Copy of cancelled cheque.

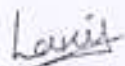
Please note that this is only a provisional offer of employment and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to visit and fulfill all formalities to accept this offer.

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

Yours truly,

ALTS EDUCARE LLP



Authorized Signatory

Laxit Gupta

Designated Director



Ref: HR/DEC/20/B1/58358220/60135644/1000913666

Date: 10 December, 2020

Kajal Soni
Bhawni Residency, near meena nursing home
via gangashahar road
Bikaner 334001
Rajasthan, India

Dear Ms. Kajal

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as DMIT in Assistant Manager - B1 grade in our business on the following terms and conditions.

1. PLACE OF POSTING:

Your initial posting will be at Ajmer, Rajasthan.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 14 December, 2020 and successful clearance of the Pre-Employment Medical Examination.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. **Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.**

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. **Retirals: Rs. 26,410/- (Rupees Twenty Six Thousand Four Hundred Ten Only) per annum.**

This includes:

- Provident Fund @ 12% of Basic Pay + Personnel Special Allowance (as per applicability) capped to a maximum of Rs.1800/- per month. This cap may be amended upon changes in legal provisions.
- Gratuity @4.81% of Basic Pay.

Note: Aggregate of Fixed Pay and Retirals is Committed CTC (refer Annexure 1A).

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments

Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35553600

Registered Office: 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai-400 002, India.

www.reliance-retail.com





Ref: HR/DEC/20/B1/58358393/60135646/1000913674

Date: 10 December, 2020

Raksha Singodia
Rani bazar
Industrial area
Bikaner 334001
Rajasthan, India

Dear Ms. Raksha

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as DMIT in Assistant Manager - B1 grade in our business on the following terms and conditions.

1. PLACE OF POSTING:

Your initial posting will be at Ajmer, Rajasthan.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 14 December, 2020 and successful clearance of the Pre-Employment Medical Examination.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,75,000/- (Rupees Two Lac(s) Seventy Five Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 26,410/- (Rupees Twenty Six Thousand Four Hundred Ten Only) per annum.

This includes:

- Provident Fund @ 12% of Basic Pay + Personnel Special Allowance (as per applicability) capped to a maximum of Rs. 1800/- per month. This cap may be amended upon changes in legal provisions.
- Gratuity @ 4.81% of Basic Pay.

Note: Aggregate of Fixed Pay and Retirals is Committed CTC (refer Annexure 1A).

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments

Reliance Retail Limited

CIN: U01100MH1993PLC120563 Phone: +91 22 35553300

Registered Office: 3rd Floor, Court House, Laxminagar, Thakurji Road, Mumbai-400 002, India
www.relianceretail.com



received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Reliance Retail Limited

Ankur Shukla
Head - Human Resources

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on 14/12/2020

SIGNATURE:

DATE: 10/12/2020



Reliance Retail Limited

CIN: U01100MH1999PLC120563 Phone: +91 22 35533800

Registered Office: 3rd Floor, Court House, Colaba Station Road, Dhobi Talao, Mumbai 400 002, India

www.reliancecrretail.com

Annexure 1A

Name: Raksha Singodia

| CTC Components | | EARNINGS | |
|----------------------------|-----------------------------------|--------------------|-----------------|
| | | Proposed CTC (Rs.) | |
| | | Monthly | Annual |
| A. Fixed Pay | | | |
| 1 | Basic Pay | | |
| | Choice Pay | 9,838 | 1,18,058 |
| 2 | Conveyance | | |
| 3 | Fuel & Maintenance | Refer Annexure | Refer Annexure |
| 4 | Leave Travel Allowance | Refer Annexure | Refer Annexure |
| 5 | Medical Reimbursement | Refer Annexure | Refer Annexure |
| 6 | Bonus* | 1,400 | 16,800 |
| 7 | Residual Choice Pay | 4,559 | 54,704 |
| Housing | | | |
| 8 | House Rent Allowance | 4,919 | 59,029 |
| Insurance | | | |
| 9 | GPA Insurance Premium | | |
| 10 | Group Term Life Insurance Premium | | |
| 11 | Medical Insurance Premium | | |
| Retirals | | | |
| 12 | PF - Employer Contribution | 1,728 | 20,731 |
| 13 | Gratuity (4.81% of Basic) | 473 | 5,679 |
| Total Fixed Pay (A) | | 22,917 | 2,75,000 |
| Total CTC (A) | | 22,917 | 2,75,000 |

Note: The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

(* In case of employees that are entitled to Bonus under the Payment of Bonus Act 1965.




Annexure - 2

TERMS AND CONDITIONS OF EMPLOYMENT

1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:

Your appointment is subject to:

- a. Medical Fitness: You being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.
- b. Verification of Particulars: In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. PROBATION:

You will be initially on probation for a period of Six Months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable by giving 30 days' notice in writing by either side or payment of 30 days Basic salary in lieu thereof. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. After confirmation, the employment can end through three months' notice or payment of Basic salary in lieu thereof by either side. You shall attend duties till you are relieved from services in writing. Waiving the Notice Period on resignation is at the sole discretion of the company.

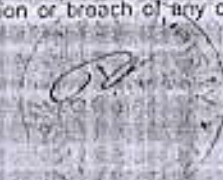
3. TRANSFER

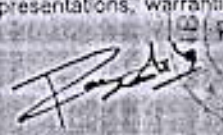
Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary of the company. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

4. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that:

- a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder.
- b. You are under no physical or mental disability that would hinder the performance of your duties contained herein.
- c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions.
- d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith.
- e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties, and covenants.







- f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's Incorporation and the By-Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.
- g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

5. DUTIES AND RESPONSIBILITIES:

- a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company.

You are required to engage yourself exclusively in the work assigned by the company and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

- b. **Non Solicitation:** You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

- c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.
- d. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.
- e. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the company, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You

10 December, 2020

will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

- f. **Non-disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.
- g. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

- h. **Proprietary Rights:** You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

- i. **Safe-keeping of Company's property:** You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it

10 December, 2020

deems proper in the event of your failure to account for such material or property to its satisfaction.



- Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.
- Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

- Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or non-public communication with any customer or member of the investment community or media or in any communication.
- Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.
- Model Release:** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other from whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.
- Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.
- It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

6. TERMINATION OF EMPLOYMENT:



7. **AUTHORIZATION FOR ANTECEDENT VERIFICATION :**

You have hereby given no objection in the Company (Or its group Companies and associates) sharing your personal information and documents, including but not limited to Aadhaar number, other Government issues ID number such as Voter ID, PAN card, DL, name, gender, date of birth, addresses, mobile number, email, education record and employment record with any Reference / Antecedent Verification Organization that company has appointed time being or anytime later for the purpose of background checks and verifications, in order to avail services such as employment / training / management / payment / credit / insurance / house on rent / vehicle on rent, etc.

You have hereby authorized the Company or any agency/ agencies appointed by them from time to time to store your personal information on their platform, which will be accessible to the Company or its service provider for which this consent is being obtained. The Company or its service provider and their authorized users / partners / affiliates / contractors can access and update your digital record on such platform, including data, documents, certificates, verification reports, references, testimonials, etc. and can use related services provided via such agency. You have understood that agency will ensure security and confidentiality of the same.

You also agree that your digital record including references, testimonials and verification reports on such agency platform will only be available to any other users of the platform if/when you provide your explicit consent for the same. You have also understood that you have the option of deleting your digital record from such agency database.

Your No Objection will be coterminous with the arrangement between the Company and any agency / organization engaged by the Company for Reference / Antecedent Verification of your current and past employments.

8. **GENERAL:**

a. **Training:** You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

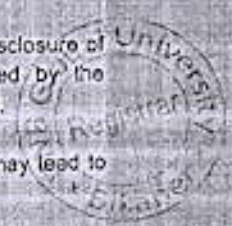
b. **Rules Regulations and Policy on Ethics:** You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company publishes from time to time. These include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee.

c. **Media Interaction:** You will not interact with the media - electronic, print or otherwise in

i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.

ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.

iii. You shall also not disclose non-public information selectively to any particular group as it may lead to



10 December, 2020

unfair advantage / discrimination.

- iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies and processes, you should take the approval of the Management prior to its release.
- v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.
- d. **Dispute Jurisdiction:** It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.
- e. **Entire Agreement:** This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.
- f. **Age:** Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.
- g. **Change of address:** You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- h. **Passport:** It is desirable that you have a valid passport at all times and ensure that the same is renewed from time to time.
- i. **Travel:** You shall make your own transport arrangements to and fro from the place of work.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name: Raksha Singodia

Signature: [Handwritten Signature]

Date: 10/12/2020



OFFER LETTER

6-Dec-2020

Dear Mohit Singhal,

We are pleased to offer you employment at Daloopa Private Limited. We feel that your skills and background will be valuable assets to our team.

As per our discussion, the position is **Research Analyst**. Your starting date will be **14th December 2020**.

Your annual compensation would be up to **INR 4,20,000 (Four Lakh Twenty Thousand Only)** which will be bifurcated as **INR 3,00,000 (Fixed)** plus up to **INR 1,20,000 (Performance Bonus)**. Your compensation and benefits are subject to usual statutory deductions.

Kindly send us the acceptance of this offer within 24 hours. If we do not receive your acceptance of our offer then this Offer Letter will become invalid.

We look forward to welcoming you as a new employee at Daloopa Private Limited.

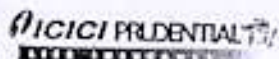
Sincerely,

Neha Sethi
HR Manager

NOTE- This is a system generated offer letter. Hence does not require any signature.



Offer Letter



26 Sep 2020

Dear Rashi Ratawa,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1 of our Company.

| Components | Rs.Per annum |
|------------------------------|-----------------|
| Basic | 64,500 |
| Supplementary Allowance | 1,15,500 |
| Flexible Compensation Plan | 3,298 |
| Employers Contribution to PF | 21,600 |
| Gratuity | 3,102 |
| Minimum Statutory bonus | 7,000 |
| Total Fixed Pay | 2,15,000 |

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

Registered Office : ICICI Prudential Life Insurance Company Limited
ICICI PruLife Towers, 10B9, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 025, India.
Tel.: 4039 1600, 6644 1600 • Fax: 2437 6638 • Visit us at: www.icicprulife.com
CIN : U66010MH2000PLC127837





You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Vineet Tyagi
Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.



26 Sep 2020

Dear Sanjay Soni,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1 of our Company.

| Components | Rs.Per annum |
|------------------------------|-----------------|
| Basic | 64,500 |
| Supplementary Allowance | 1,15,500 |
| Flexible Compensation Plan | 3,298 |
| Employers Contribution to PF | 21,600 |
| Gratuity | 3,102 |
| Minimum Statutory bonus | 7,000 |
| Total Fixed Pay | 2,15,000 |

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.



You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Vineet Tyagi
Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

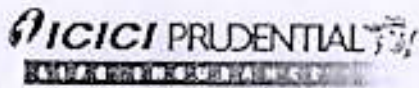




Congratulations! Your offer letter from ICICI Prudential is here Inbox



noreply 26 Sep 2020
to me



Hello Shatrughan,

Congratulations! We are pleased to make an offer to you and look forward to your joining at ICICI Prudential Life.

[View details](#)

ICICI Prudential Life



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← Reply

→ Forward

X Employee ID_RH5606849.png

ICICI PRUDENTIAL 
LIFE INSURANCE

Shatrughan Sharma

Employee No. :5073409

Blood Group :A+

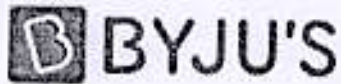
Emergency Contact No :9829985285



Jatinder Ar

Issuing Authority





Offer Letter

Name: Ajay Bagri

Date: Wednesday, August 12, 2020

Dear Mr. Ajay Bagri,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

- Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than Tuesday, August 18, 2020. Your work location would be Bikaner / Bangalore or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
- Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
- Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
- Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be



done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Aishvary . (TNL201611035)
Role Location : Bikaner / Bangalore
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.



9. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

10. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

11. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 4 days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

12. Termination: Subject to Clause 2, your services may be terminated in the following manner:

- a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.
- b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
- c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door



and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

13. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

14. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

15. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

16. General Provisions:



- a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.
- c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
- d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.
- f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.
- g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.
- h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.
- j. All disputes arising herein shall be governed by the laws of India and the jurisdiction



to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka.

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. 3 Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorized signature.



An offer from Toppr for the
Academic Consultant (Sales
Executive - JAIA1) job Inbox



Ankita Singh

to me

2 days ago [View details](#)



Dear MOHIT,

It is my great pleasure to offer you the position of Academic Consultant (Sales Executive - JAIA1) at Toppr.

Please take a moment to review and sign the document by clicking on the link below:

<https://toppr.workable.com/offers/QBDXCsGBkpKXCkN4AfCkAXLuQld1pxD1L34jqml1OgE/27f19ec1fe6b84821c9c9ac3ca022383>

We look forward to welcoming you onboard.

Should you have any further questions, please do not hesitate to contact me.

Sincerely,

Ankita Singh



Tejan Yogesh Sukhija
6-212, Mukta Prasad Colony,
Bikaner Rajasthan 334001

Dear Tejan Yogesh Sukhija ,

Please refer to your application for a suitable position in our organization and subsequent discussions you had with us. We are pleased to offer you the position of Sales Executive in our organization on the terms and conditions agreed.

COMPENSATION DETAILS

| COMPONENTS | AMOUNT PER MONTH | AMOUNT PER ANNUM |
|------------------------|------------------|------------------|
| Basic Salary | Rs. 18,000 | Rs. 2,16,000 |
| Conveyance & Variables | Rs. 2,000 | Rs. 24,000 |

Your appointment with the company is contingent upon your successful completion of the necessary document verification and after approval from the authorized signatory.

You are requested to join duty by 12th of February, 2020 and report to office at 10:00 AM for your induction. The same will be treated as your effective date of appointment.



Authorized Signatory





LETTER OF INTENT

To

Mohit Singhal,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("Company"). Based upon our evaluation, we are pleased to inform you that you have been shortlisted to the next stage of our selection process (document verification) on the following terms and conditions:

- | | | |
|--------------------------|---|---------------------|
| a) Role | : | Process Executive |
| b) Role designation | : | Junior Accountant |
| c) Job level | : | 2B |
| d) Date of Joining | : | 13-Jan-20 |
| e) Location of Posting | : | Jaipur |
| f) CTC (During training) | : | Rs. 12731 per month |

This letter does not constitute an employment offer or intent to make an employment offer at a future date. If you clear further rounds of our selection process as referred above, an offer letter will be sent to your email ID with all the details about your joining. However, there are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of such terms and conditions to a candidate.

1. A candidate has to be medically fit at the time of joining the Company. The candidate may be required to submit a medical certificate signed by a doctor certifying the same. Further, the Company reserves the right to conduct its own health checks.
2. Post selection an employee may be assigned to work at / be transferred to any of the Company's units / departments, affiliate entities or subsidiary companies.
3. Any inaccuracy of the testimonials and information provided by a candidate in his/her application form may lead to withdrawal of employment offer or termination of employment, as the case may be.
4. Infosys BPM provides transport facilities to its employees, if the employee resides within the areas as prescribed by the transport department of the Company. The areas have been defined keeping in mind the travel time and the security of our employees. Such transportation facilities are provided by way of a convenient blend of dedicated buses and cabs depending, on process timings. Prior to the date of joining, a candidate should ensure that his/her residence falls under the recommended boundary areas. Do note that complying by the transport policy is a mandatory organization requirement for employment. In case of noncompliance, Infosys BPM has the right to initiate any disciplinary action against such employee as it may deem fit. Based on location and timing of transport, employees may be required to pay for their transport.
5. Please note that the gross salary mentioned here is subject to change and that the final terms of employment along with details of salary structure will be intimated along with the offer letter.

For any further queries, please mail anshul.khandelwal@infosys.com

As stated above, this letter is being issued for information purposes only.

We request to countersign and return the duplicate copy of this Letter to place on record an acknowledgement of the receipt of this letter.



COPYRIGHT NOTICE

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Revision History

| Ver. Rev | Date | Author | Approved By | Description |
|----------|----------|-------------------------------------|-----------------|------------------------------------------------------|
| 1.0 | Dec-2016 | Lavina Pursnani | Sumathi Sampath | Baseline version. |
| 1.1 | Jan-2018 | Lavina Pursnani /Avinash Biradar | Sumathi Sampath | Company Name changed from Infosys BPO to Infosys BPM |



HRD/InfosysBPM/13702631

03-January-20

Mr. Mohit Singal

203, Jaipur Residency
Paschim Vihar, vaishali Nagar
Jaipur

STRICTLY PRIVATE & CONFIDENTIAL

Dear Mohit Singal,

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

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

- | | | | |
|----|------------------------|---|-------------------|
| a) | Role | : | Process Executive |
| b) | Role designation | : | Junior Accountant |
| c) | Job Level | : | 2B |
| d) | Date of Joining | : | 13-January-20 |
| e) | Location of Posting | : | Jaipur SEZ |
| f) | Gross Salary per month | : | Rs. 12731/- |

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

We are pleased to inform you that you will be additionally covered under "Infosys Performance & Loyalty 2.08 Plan", upon completion of a minimum of 18 months with Infosys BPM Limited. This is subject to your successful completion of requisite qualifications and meeting performance criteria as laid down by the organization. Your compensation will also be revised on achievement of this milestone to INR 208,000 per annum in the subsequent quarter, subject to fulfilling the conditions as laid out in the policy.

1. Voice and Shift Allowances

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

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

Sign your name

Company Confidential



*** Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

4. Background Verification

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company, including but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address provided by you, the education details provided by you, the details of your prior work experience (if any) and criminal checks. You expressly consent to, the Company conducting such background checks. In this connection, you are required to furnish the documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any concerns are raised in a background check, attributable to, false information or mis-statement or misrepresentations or omission of facts in the details provided by you, 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.

5. National Skills Registry

The Company has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the premier industry Organization has conceived the "National Skills Registry" that promises more effective information security standards. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry person based on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Company. You will also have to produce the proof of registration when you join the Company. Failure to produce the proof of registration as acceptable to the Company on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall arise/ be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the subsequent verification of your database by Nasscom's empanelled background checkers will have to be borne by you. For more information on national skills registry, please visit www.nationalskillsregistry.com.

6. Relocation benefits

As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts/invoices evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

7. Transfer/Secondment

Please refer to the 1st page of this Offer of employment for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or affiliate entities/partners situated anywhere in India or abroad. The terms and conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of such secondment/transfer.

8. Probation Period

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation.



Sign your name

12. Organizational Rules

You will familiarize with and adhere to the Organization's Rules and Regulations in force and as modified by the Organization from time to time. You shall execute such agreements/bonds as required by the Organization. Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

13. Personal taxation

Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be deducted at source as per the laws applicable from time to time and the Company does not accept any responsibility for its accuracy.

14. Termination of employment

Your services with the Company may be terminated by either party upon giving a written notice of 30 calendar days notice or salary in lieu of such notice.

The Company may also terminate your services, should you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days' notice in writing of its intention to do so. Further the Company reserves the right to terminate the service for your failure to pass the Company's-requisite assessments and certifications as applicable.

You are liable to be summarily dismissed should you be guilty of breach of this appointment, insobriety, addiction to drugs, dishonesty, disobedience, neglect of duty or any other misconduct under the Company's service rules which is detrimental to the business or interests of the Company.

15. Other Terms & Conditions

- You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other company/entity engaged in any form of business activity without the consent of the Company. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the sole discretion of the Company.
- All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.
- You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.
- You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.
- In case you are a person suffering with disabilities, you may have to submit a certificate countersigned by the Medical Superintendent/ Chief Medical Officer/ Head of the Hospital with their seal.
- Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.



Sign your name

Appendix 1

COMPENSATION DETAILS

| | |
|---------------------|-------------------|
| Name | Mohit Singal |
| Role Designation | Junior Accountant |
| Job Level | 2B |
| Date of Joining | January 13, 2020 |
| Location of Posting | Jaipur SEZ |

| Fixed Components | Amount in INR per month |
|-----------------------------------------------|-------------------------|
| Basic | 8600 |
| Fixed Dearness Allowance (FDA) | 1100 |
| Basket of Allowances (BOA)* | 0 |
| Sub Total 1 | 9700 |
| Statutory Components | |
| Company Contribution to Provident Fund | 1164 |
| Gratuity | 467 |
| Bonus | 1400 |
| Sub Total 2 | 3031 |
| Gross Salary per month - Sub Total 1+2 | 12731 |
| Total Annual CTC | 152772 |

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

| | |
|---------------------------------------------------------------------------------------------------|---------|
| Voice Allowance (paid monthly on individual performance and allocation to a voice process) | Rs 2500 |
| Shift Allowance (paid monthly if you are working in night shift) | Rs 1500 |

* Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, employee will contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the purpose of ESI calculation includes Subtotal 1 and Bonus.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein.

| Offered by: | Candidate: | SAP data provided by: | SAP data updated by: |
|-----------------------|---------------------|-----------------------|----------------------|
| Date: 03-January-20 | Date: _____, 20____ | Date: _____, 20____ | Date: _____, 20____ |
| Sign your name | Sign your name | Sign your name | Sign your name |
| Ms. Anshul Khandelwal | Mohit Singal | | |
| Print your name | Print your name | Print your name | Print your name |
| 09004666 HRD | | | |
| Emp No. Dept. Name | | Emp No. Dept. Name | Emp No. Dept. Name |



Appendix 3

| Shift Definition | | | |
|----------------------|-------------|----------|-------|
| In Time | Total Hours | Out Time | Shift |
| From 2:30 PM onwards | | | |
| 2:30 PM | 9:15 | 11:45 PM | 2 |
| 3:00 PM | 9:15 | 12:15 AM | 2 |
| 3:30 PM | 9:15 | 12:45 AM | 2 |
| 4:00 PM | 9:15 | 1:15 AM | 2 |
| 4:30 PM | 9:15 | 1:45 AM | 2 |
| 5:00 PM | 9:15 | 2:15 AM | 2 |
| 5:30 PM | 9:15 | 2:45 AM | 2 |
| 6:00 PM | 9:15 | 3:15 AM | 2 |
| 6:30 PM | 9:15 | 3:45 AM | 2 |
| 7:00 PM | 9:15 | 4:15 AM | 2 |
| 7:30 PM | 9:15 | 4:45 AM | 2 |
| 8:00 PM | 9:15 | 5:15 AM | 2 |
| 8:30 PM | 9:15 | 5:45 AM | 2 |
| 9:00 PM | 9:15 | 6:15 AM | 2 |
| 9:30 PM | 9:15 | 6:45 AM | 2 |
| 10:00 PM | 9:15 | 7:15 AM | 2 |
| 10:30 PM | 9:15 | 7:45 AM | 2 |
| 11:00 PM | 9:15 | 8:15 AM | 2 |
| 11:30 PM | 9:15 | 8:45 AM | 2 |
| 12:00 AM | 9:15 | 9:15 AM | 2 |
| 12:30 AM | 9:15 | 9:45 AM | 2 |
| 1:00 AM | 9:15 | 10:15 AM | 2 |
| 1:30 AM | 9:15 | 10:45 AM | 2 |
| 2:00 AM | 9:15 | 11:15 AM | 2 |
| 2:30 AM | 9:15 | 11:45 AM | 2 |
| 3:00 AM | 9:15 | 12:15 PM | 2 |
| 3:30 AM | 9:15 | 12:45 AM | 2 |
| 4:00 AM | 9:15 | 1:15 PM | 2 |
| 4:30 AM | 9:15 | 1:45 PM | 2 |
| 5:00 AM | 9:15 | 2:15 PM | 2 |
| 5:30 AM | 9:15 | 2:45 PM | 2 |



Sign your name

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

(1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.

(2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys BPM for any reason, I will not:

- a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve(12) months immediately preceding the termination of my employment with Infosys BPM;
- b. accept any offer of employment from a Named Competitor of Infosys BPM, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM.

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited.
- v. Accenture Limited.
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd.
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:



Sign your name

REWARDS AND BENEFITS ANNEXURE- LEVEL 2/LEVEL 3

This document will guide you through the rewards and benefits that you are entitled to as an employee. For full details, please refer to the policies in the company Intranet (Panorama). In case you need clarification on any of the points mentioned below, please get in touch with your recruiter.

LONG TERM BENEFITS

1) Health Insurance Policy (HIP)

This policy provides Cashless Hospitalization benefit to you and your dependents who are covered. This scheme covers a maximum of four family members including yourself. You are automatically covered under the scheme but should necessarily nominate immediate family first, in order mentioned below:

- Spouse
- Dependent children - Unmarried children below 22 years with no income

The total Health Insurance coverage is Rs.400,000 per family of 4 members (Standard Plan).

2) Life Insurance and Accident Insurance Coverage

Infosys BPM provides Life Insurance and Accident Insurance Coverage to all its employees at a cost effective rate. You will be covered under the scheme and the insurance premium will be deducted from your salary on a monthly basis. The coverage figures are as mentioned below.

| Total cover as per coverage | | | |
|--------------------------------------------|--------------------|----------------|-------------|
| Employee's Deposit Linked Insurance (EDLI) | Accident Insurance | Life Insurance | Total Cover |
| 4,00,000 | 30,00,000 | 28,00,000 | 62,00,000 |

3) Gratuity

Gratuity is payable for continuous and meritorious service to the company. Your eligibility and the final pay out of Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein.

4) Variable Pay

Level 3 employees are entitled to Variable Pay as per the Variable Pay Plan. The payout of Variable Pay is based on individual and company performance. It is paid out quarterly based on last performance appraisal ratings and prorated to the time the individual has spent in the Company.



CAREER BENEFITS

1) Higher Education Program(HEP)

The HEP program of the company gives you an opportunity to address your career aspirations by offering opportunities for higher education. You can upgrade your skills and competencies through selected channels. The company encourages and facilitates this process through ongoing addition of courses and reimbursement of portion of fees.

Please refer to the policy for details on courses and Universities covered and also on the extent of reimbursements.

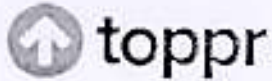
2) Internal Job Posting(IJP)

Infosys BPM gives opportunities to all its employees for development and career advancement vertically and laterally, through promotion/progression and lateral movements. You can apply for an IJP provided you meet the eligibility requirements as specified in the IJP policy prevalent at that time.

Note: All benefits listed above are subject to the terms and conditions laid out in the respective policy.

All policies are subject to amendment at the discretion of the company and would be effective from the date of amendment specified in the policy.





HAYGOT SERVICES PRIVATE LIMITED

Office Address : Jaipur - N.A., Rajasthan, India

Business Unit : Sales & Marketing

Business Unit Address : NA

Salary Slip for January - 2020

| | | | |
|------------------------------------------|----------------------------|---------------------------------------------------|------------------------------------|
| Employee Name: Tejan Yogesh Sukhija | | Employee Type: Trainee Academic Consultant | Employee Code : T14174 |
| Designation: Trainee Academic Consultant | | Duration: 1st January, 2020 to 31st January, 2020 | |
| Function: Home-sales | | No of Days in the Month: 23 | |
| Date of Joining: 12-12-2019 | | Working Days: 22.5 | |
| Provident Fund: N.A. | | ESIC Number: N.A. | |
| Current Office Location: HJala1, Jaipur | | Total Arrear Days: 0 | LOP: 0.5 |
| Bank Name: ORIENTAL BANK OF COMMERCE | Account No: 51322413000680 | IFSC Code: ORBC0105132 | Branch Name: GAJNER RD, BIKANER |
| UAN No: | | PAN No: LMWPS5621J | |

| Earnings | | Deductions | |
|-------------------|--------------|---------------------------------------------------------------|--------------|
| Components | Amount (Rs.) | Common Deductions | Amount (Rs.) |
| Basic | 14267 | Provident Fund(Employee) | 1800 |
| HRA | 7133 | | |
| Statutory Bonus | 1189 | | |
| Special Allowance | 4183 | | |
| Gross Earning (A) | 26772 | Total Deductions (B) | 1800 |
| Net Pay (A - B) | 24972 | Twenty Four Thousand Nine Hundred And Seventy Two Rupees Only | |

Note: This is a Computer Generated Slip and does not require signature



Annexure

Employee name - Tejan Sukhija
Designation - Academic Consultant
Date of Joining - 12th Dec 2019

Compensation structure

| Category | Component | Monthly | Yearly |
|-------------------------------|-------------------------------------|---------|---------|
| Taxable | Basic | 14,583 | 175,000 |
| | HRA | 7,292 | 87,500 |
| | Children Education Allowance | 0 | 0 |
| | Statutory Bonus | 1,215 | 14,580 |
| | Special Allowance | 4,277 | 51,320 |
| Reimbursements | LTA (1) | 0 | 0 |
| | Professional Training & Development | 0 | 0 |
| | Books & periodicals | 0 | 0 |
| Gross Salary | | 27,367 | 328,400 |
| Retirals | PF contribution (employer) | 1,800 | 21,600 |
| | ESIC contribution (employer) | 0 | 0 |
| Base cost to company (CTC) | | 29,167 | 350,000 |
| Deductions | PF contribution (employee) | 1,800 | 21,600 |
| | ESIC contribution (employee) | 0 | 0 |
| | Professional Tax (2) | 208 | 2,500 |
| Net Pay before tax | | 25,358 | 304,300 |
| Variable sales incentives (3) | | 60,000 | 720,000 |

(1) Tax deduction will be based on documents and bills submission

(2) Can change as per state norms and monthly gross income

(3) Revenue based weekly incentives; current structure is upto 15% of revenue realised in bank. At a target achievement of Rs. 1,00,000 per week, these incentives can amount to Rs. 60,000 p.m. Please note that the company's incentive structure and your targets can change based on business needs



Annexure

Employee name - Mohit Singal
Designation - Academic Consultant
Date of Joining - 12th Dec 2019

Compensation structure

| Category | Component | Monthly | Yearly |
|-------------------------------|-------------------------------------|---------|---------|
| Taxable | Basic | 14,583 | 175,000 |
| | HRA | 7,292 | 87,500 |
| | Children Education Allowance | 0 | 0 |
| | Statutory Bonus | 1,215 | 14,580 |
| | Special Allowance | 4,277 | 51,320 |
| Reimbursements | LTA (1) | 0 | 0 |
| | Professional Training & Development | 0 | 0 |
| | Books & periodicals | 0 | 0 |
| Gross Salary | | 27,367 | 328,400 |
| Retirals | PF contribution (employer) | 1,800 | 21,600 |
| | ESIC contribution (employer) | 0 | 0 |
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(1) Tax deduction will be based on documents and bills submission

(2) Can change as per state norms and monthly gross income

(3) Revenue based weekly incentives; current structure is upto 15% of revenue realised in bank. At a target achievement of Rs. 1,00,000 per week, these incentives can amount to Rs. 60,000 p.m. Please note that the company's incentive structure and your targets can change based on business needs





Date: 12th Nov'19

Name of the Candidate – Manvendra Singh Bithu
Name of the Institute – RNB Global University, Bikaner

Dear Candidate,

This has reference to your application requesting Internship in our organization as a part of your curriculum. We are pleased to offer you Internship with our **Store Operations Department**, in order to impart on job training and provide you with an opportunity to gain industrial experience on the following terms and conditions.

1. Your Internship shall begin on 1st Dec'19 and shall complete at close of working hours on 31st Jul'20, unless otherwise extended/modified in writing.
2. You shall undergo internship training under the assigned mentor to understand the various aspects of the project assigned to you.
3. You will not be paid any compensation for the period of Internship. However, to defer your day to day travelling and out of pocket expenses, you will be paid monthly half Conveyance expenses of Rs. 15,000/-. They will be paid on pro-rated basis if there is any absence during the month.
4. Please note that your engagement is purely as an Intern and you not being an employee, will not be eligible and/or entitled to receive the benefits as are applicable to regular employees of the company. This internship does not entitle you to a permanent employment with the organization.
5. During the Internship with us, you shall not be engaged, concerned or interested directly or indirectly in any other Internship/ project whatsoever, but shall devote your whole time, attention and abilities exclusively to the performance of duties assigned to you. You shall not, during your Internship with the company, discuss, divulge or communicate to any person or persons any information of a confidential nature relating to the trade or business of the company. Further you shall not engage yourself in any act of misconduct / subversive of discipline or efficiency. Any contravention of the clause will amount to gross misconduct during the Internship and your Internship may be discontinued along with suitable disciplinary action.
6. The Company shall not be liable for any Accident during the period of training. You shall adhere to all safety related instructions/SOPs.
7. The Transport and Residential Accommodation facility shall not be provided by the company.
8. During our Internship period you shall, at all times, wear a formal attire.
9. Non-compliance with any stipulations/rules of conduct may lead to discontinuation of internship with immediate effect.
10. As a part of the Project, data collection/questionnaire format/informal response from employees within the organization is NOT allowed, unless permitted by us.
11. The Company reserves the right to discontinue your Internship program at any time without assigning any reason thereof.



Reliance Retail Limited. (Reliance Fresh Limited), Anand Bhawan, 1st Floor, Sansar Chandra Road, Jaipur - 302 001. Phone : +91 141 4011211

CIN : U01100MH1999PLC120563

Registered Office : 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai - 400 002 - India.
www.reliance-retail.com



12. Please carry the documents as mentioned in Annexure A on your day of joining.
13. After completion of internship, the student is required to submit the project report in duplicate and duly signed by the concerned supervisor to the undersigned.
14. You are advised to get in touch with the HR Department for any query on reporting time for the Internship.

Yours sincerely,
For Reliance Retail Limited

Authorized Signatory

This offer is received, terms and conditions are accepted.

Name of the Candidate :
Date :

ANNEXURE A

- (i) Undertaking on Rs.20/- on Non-Judicial stamp paper (as per attached format).
- (ii) Xerox copy of identification
- (iii) A letter from respective Principal / HOD reconfirming their identity and the training duration and dates.
- (iv) Two numbers of stamp passport size photographs.
- (v) Fitness certificate (from MBBS doctor)
- (vi) Original and one photocopies of this letter.
- (vii) Latest copy of ID (College Id & 1 Other ID proof) & Address Proof.
- (viii) Cancelled Cheque leaf (CTS 2010 Compliant with IFSC & MICR Codes)



Reliance Retail Limited. (Reliance Fresh Limited), Anand Bhawan, 1st Floor, Sansar Chandra Road, Jaipur - 302 001. Phone : +91 141 4011211

CIN : U01100MH1999PLC120553

Registered Office : 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai - 400 002, India.
www.relianceretail.com



Date: 12th Nov'19

Name of the Candidate – Priya Jain

Name of the Institute – RNB Global University, Bikaner

Dear Candidate,

This has reference to your application requesting Internship in our organization as a part of your curriculum. We are pleased to offer you Internship with our **Store Operations Department**, in order to impart on job training and provide you with an opportunity to gain industrial experience on the following terms and conditions.

1. Your Internship shall begin on 1st Dec'19 and shall complete at close of working hours on 31st Jul'20, unless otherwise extended/modified in writing.
2. You shall undergo internship training under the assigned mentor to understand the various aspects of the project assigned to you.
3. You will not be paid any compensation for the period of Internship. However, to defer your day to day travelling and out of pocket expenses, you will be paid monthly half Conveyance expenses of Rs. 15,000/-. They will be paid on pro-rated basis if there is any absence during the month.
4. Please note that your engagement is purely as an Intern and you not being an employee, will not be eligible and/or entitled to receive the benefits as are applicable to regular employees of the company. This internship does not entitle you to a permanent employment with the organization.
5. During the Internship with us, you shall not be engaged, concerned or interested directly or indirectly in any other Internship/ project whatsoever, but shall devote your whole time, attention and abilities exclusively to the performance of duties assigned to you. You shall not, during your Internship with the company, discuss, divulge or communicate to any person or persons any information of a confidential nature relating to the trade or business of the company. Further you shall not engage yourself in any act of misconduct / subversive of discipline or efficiency. Any contravention of the clause will amount to gross misconduct during the Internship and your Internship may be discontinued along with suitable disciplinary action.
6. The Company shall not be liable for any Accident during the period of training. You shall adhere to all safety related instructions/SOPs.
7. The Transport and Residential Accommodation facility shall not be provided by the company.
8. During our Internship period you shall, at all times, wear a formal attire.
9. Non-compliance with any stipulations/rules of conduct may lead to discontinuation of internship with immediate effect.
10. As a part of the Project, data collection/questionnaire format/informal response from employees within the organization is NOT allowed, unless permitted by us.
11. The Company reserves the right to discontinue your Internship program at any time without assigning any reason thereof.



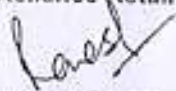
Reliance Retail Limited. (Reliance Fresh Limited), Anand Bhawan, 1st Floor, Sansar Chandra Road, Jalpur - 302 001. Phone : +91 141 4011211

CIN : U01100MH1995PLC120563

Registered Office : 3rd Floor, Court House, Lokmanya Tilak Marg, Dhobi Talao, Mumbai - 400 002, India.
www.reliance retail.com

12. Please carry the documents as mentioned in Annexure A on your day of joining.
13. After completion of internship, the student is required to submit the project report in duplicate and duly signed by the concerned supervisor to the undersigned.
14. You are advised to get in touch with the HR Department for any query on reporting time for the Internship.

Yours sincerely,
For Reliance Retail Limited



Authorized Signatory

This offer is received, terms and conditions are accepted.

Name of the Candidate :
Date :

ANNEXURE A

- (i) Undertaking on Rs.20/- on Non-Judicial stamp paper (as per attached format).
- (ii) Xerox copy of identification
- (iii) A letter from respective Principal / HOD reconfirming their identity and the training duration and dates.
- (iv) Two numbers of stamp passport size photographs.
- (v) Fitness certificate (from MBBS doctor)
- (vi) Original and one photocopies of this letter.
- (vii) Latest copy of ID (College Id & 1 Other ID proof) & Address Proof.
- (viii) Cancelled Cheque leaf (CTS 2010 Compliant with IFSC & MICR Codes)





Date July 2, 2019

HR-Rec: 118-19/359998

MISS Savi Sella

Near police station, Main Market

Sub -> Offer cum Appointment letter for the post of Money Officer

Dear Savi,

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 Money Officer at our Anupgarh, Bikaner Road. Your Grade shall be A1 and HR designation would be Executive in Liabilities Branch Operations and Services Department. This offer of appointment is subject to the terms and conditions not limited to below mentioned terms but also include the Annexure(s) attached hereto and/or any form of communication or office orders, circulars, communicated or to be communicated to you:

1. Your basic salary plus allowances in accordance with the Banks rules are in force for the time being, and from time to time shall be as per the enclosed Annexure I. Please note that the Management reserves the right to restructure or change your compensation at any time at its sole discretion.
2. Annexure II lists out the broad terms and conditions of service governing your employment with the Bank. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the Bank as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.
3. Upon successful fulfilment and satisfaction of all the terms and conditions mentioned in this offer cum appointment letter within Three days from the date of this letter, this conditional appointment 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 cum appointment letter shall be automatically revoked and no claim and/or disputes shall be entertained.
4. 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 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.
5. 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.

You will Report to Mr. Kamal Sharma. You are requested to report at the following address;
 AU SMALL FINANCE BANK LIMITED,
 AU SQUARE : B-11-E, MALVIYA NAGAR INDUSTRIAL AREA, JAIPUR 302017.

This offer cum appointment is valid subject to your joining on or before DOJ: July 8, 2019.
 Please sign and return the duplicate of this letter to your recruiter partner in token of acceptance of the offer cum appointment letter. We look forward to work with you at AU SMALL FINANCE BANK LIMITED.

Yours faithfully,
 For AU Small Finance Bank Limited

Savi



Annexure I

AU SMALL FINANCE BANK LIMITED

SALARY BREAK-UP SHEET

| | | |
|---------------------------------------------------------|--------------------------------------------|------------|
| NAME | Savi Setia | |
| HR DESIGNATION | Executive | |
| FUNCTIONAL DESIGNATION | Money Officer | |
| GRADE | A1 | |
| DATE OF JOINING | July 8, 2019 | |
| BUSINESS UNIT | Liabilities | |
| PRODUCT | Branch Banking | |
| DEPARTMENT | Liabilities Branch Operations and Services | |
| JOB FAMILY | Money Officer | |
| LOCATION | Anupgarh, Bikaner Road | |
| FIXED CTC (A1) | | |
| PARTICULARS | | |
| SALARY PAYMENT | CTC Amount (Rs) | |
| | Monthly | Annually |
| Basic | | |
| House Rent Allowance | 6,942.00 | 83,304.00 |
| Education Allowance | 3,471.00 | 41,652.00 |
| Leave Travel Allowance | 200.00 | 2,400.00 |
| Special Allowance | 578.00 | 6,936.00 |
| Statutory Bonus | 1,304.00 | 15,648.00 |
| | 1,388.00 | 16,656.00 |
| TOTAL GROSS PAY | | |
| | 13,883.00 | 166,596.00 |
| RETIRAL BENEFITS | | |
| Employer PF Contribution | Minimum | |
| | 1,173.00 | 14,076.00 |
| Gratuity | 334.00 | 4,008.00 |
| FIXED COST TO COMPANY (CTC) A1 | 15,390.00 | 184,680.00 |
| JOB SPECIFIC ALLOWANCES (A2) | | |
| Stability Allowance | 0.00 | 0.00 |
| City Compensation Allowance | 0.00 | 0.00 |
| VARIABLE PAY | | |
| *Performance Bonus (Variable) | 0.00 | 0.00 |
| Driver Salary Reimbursement | 0.00 | 0.00 |
| Fix Incentive | 0.00 | 0.00 |
| TOTAL (A2) | 0.00 | 0.00 |
| TOTAL COST TO COMPANY (TCTC) A1+A2 Minus Other Benefits | 15,390.00 | 184,680.00 |
| OTHER BENEFITS (A3) | | |



Savi Setia

| | |
|----------------------------------------------|-------------------|
| Group Mediclaim (C) | 365.00 |
| Group Personal Accident Insurance (GPA) | 228.00 |
| Group Term Life Insurance (GTL) | 708.00 |
| TOTAL (A3) | 5,316.00 |
| TOTAL COST TO COMPANY (TCTC) A1+A2+A3 | 189,096.00 |

BENEFITS DESCRIPTION

| | |
|------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Appraisal | You shall be eligible for performance appraisal and increment cycle as per company policy. The appraisal period will be from date of joining to end of financial year and increment would be provided accordingly. Employees joining from Jan to March will not be eligible for appraisal for that financial year. |
| Performance Bonus | You will be eligible for performance bonus basis your performance and company policy. |
| Group personal Accident Policy | Covered under GPA policy of sum assured as per Company Policy effective from the date of endorsement in policy. |
| Group Term Life Policy | Covered under GTLI policy of sum assured amount by the company. Shall be effective from the date of endorsement. The one time premium of the same will be recovered from your salary every year depending upon the calculation provided by the insurance company. |
| Mediclaim Policy | You will be eligible for Mediclaim as per Company mediclaim policy. |
| Conveyance | Conveyance expense will be reimbursed for official visits as per company policy. |
| Mobile Limit | You shall be eligible for the mobile limit as per our company policy. |
| Foreign Tour Eligibility | As per applicable programmes run by the company (save to limit). |
| NOTE | Professional Tax as per rules shall be deducted. |
| FOR AU SMALL FINANCE BANK LIMITED | |

S. R. Bhatia
Authorized Signatory



10/11/2023



ANNEXURE II

Terms and Conditions of Appointment

1. Performance Payment

The performance payment is calculated and paid by two methods, first is annual bonus and second one is monthly/quarterly incentive plan. The first method is an annual amount dependent on the rating that one receives during the annual appraisals. The payment is calculated taking into account four factors: joining date of employee, basic salary, grade, performance of the employee (i.e. the rating) and performance of the Bank (a Bank factor is decided every year depending on the performance of the Bank in the previous financial year). The second method is monthly/quarterly incentive plan calculated on the basis of individual performance and paid accordingly. You will be eligible for the performance payment if you depending on the work assigned to you. A resigned employee shall not be entitled for bonus or incentive payments.

2. Travel allowances

The employees undertaking travel on official business are entitled to certain travel allowances depending on their grade as per our travel policy. The details of these allowances are available with the Human Resources and Administration Department.

3. Provident Fund

You would be eligible to become a member of the Provident Fund Scheme as per terms and conditions governing such benefits; on your appointment. On becoming a member, you will contribute every month an amount as prescribed under the Provident Fund Rules, the Bank contributing a like amount.

4. Probation

You shall be on probation period according to your grade as per the probation policy. You will be confirmed after the probationary period if your work and conduct are found satisfactory. The Management reserves the right and shall have sole discretion either to extend the probationary period or to dispense with your services at any time during the probation period by a written notice applicable to your grade if your performance or conduct, at the discretion of the Management, does not come up to its expectations. You can resign from the Banks service during the probationary period by giving written notice for a period as applicable to your grade. After confirmation either party will be required to give notice period as defined in policy according to your grade, subject to the other terms and conditions more specifically mentioned in the separation policy and/or any other prevailing policy.

5. Remuneration

The agreed remuneration shall be paid to you through a transfer of funds to a Bank account which you will need to open. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere which may result from the remuneration including, if applicable, any shares issued under ESOP scheme being paid to you pursuant to your employment hereunder. The remuneration shall be paid monthly in arrears and net of any withholding taxes and other deductions (whether in respect of set-off, counterclaim, duties, taxes including service tax if applicable, charges, levies or otherwise). The Bank shall provide you with a certificate of tax deduction at source in respect of all amounts withheld from amounts payable to you.

It is agreed and understood that the remuneration payable by the Bank to you shall constitute full and adequate compensation for all employment and other services rendered by you to the Bank. You shall not be automatically entitled to receive from the Bank or its affiliates, any additional payments, commissions, bonuses or compensation for employment and other services rendered to the Bank. Payment if any of the above nature will be solely at Bank's discretion.



Signature

The Bank shall be entitled to deduct from the remuneration or compensation or any other amounts payable to you as per this appointment letter any and all amounts as may be owed by you to the Bank, including advances and loans.

6. Service subject to rules

Your services would be governed by the Bank policies, rules and regulations in force for the time being and from time to time. You agree to comply with all the Bank policies, rules and procedures as may be applicable to the employees of the Bank from time to time.

During the period of your employment with the Bank, you shall not engage in any other profession, employment, occupation, consultancy or other business and shall endeavor your best to promote the Banks interests.

7. Transfer

Your place of posting shall be as indicated in the first page of this Contract of Employment and you agree to be transferred, to any of the Banks establishments, divisions and/or associates/affiliates situated in any part of India, in such capacity as the Bank may from time to time determine. In such a case, you shall be governed by the specific terms and conditions applicable to your new location.

8. Withholding of Increments

The increments in your grade will not be automatic but will be subject to performance and as per our performance appraisal and merit increase guidelines applicable that year plus regular attendance and good conduct.

9. Termination

The Bank may terminate your employment with the Bank at any time due to just cause per bank policies, by providing prior written notice, subject to the other terms and conditions more specifically mentioned in the separation policy and/or any other prevailing policy of the Bank. Please note that all the policies are in addition to but not in derogation with each other.

You agree that, at the time you leave the employment of the Bank, you will deliver to the Bank (and will not keep in your possession, recreate or deliver to anyone else) any and all devices, records, data, notes, reports, proposals, lists, correspondence, other documents or property, or reproductions of any aforementioned items developed by you pursuant to your employment with the Bank or otherwise belonging to the Bank, its affiliates, successors or assigns. You shall have no right of retention of the assets or documents of the Bank.

If you leave the Bank within one year of joining and have received any joining bonus / sign on bonus or relocation reimbursement, you will be liable to repay the amount at the time of separation.

10. Notification to new employer

Upon termination of your employment with the Bank for any reason, whatsoever you hereby grant consent to notify to your subsequent employer(s).

11. Certificates and Testimonials

Certified copies of your certificates and testimonials, including the proof of your age, together with originals, may please be submitted for verification, to the Human Resources Department.

12. Change in Status

You should keep the Bank informed about any change in your address, educational qualifications and marital status.

13. Declaration under Companies Act

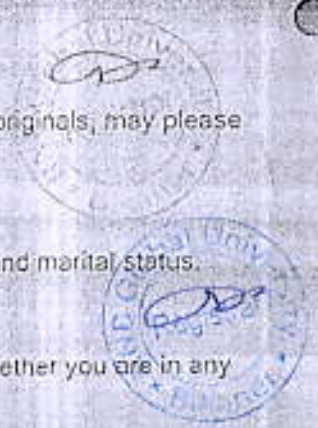
In accordance with provision of Companies Act, 2013, you are requested to make a declaration whether you are in any way related to or you have business connections with any of the Directors of the Bank.

14. Weekly Working

Your working week will be as per the practice followed in the establishment/department/section in which you are posted. The Bank shall not be required to pay any overtime wages to you for employment services performed outside working hours or on public holidays.

15. Leave

You will be entitled to paid leave in accordance with the leave policy of the Bank. The facilities, amenities and leave granted to employees in excess of the statutory requirements do not form part of the conditions of service and are



COPI

The Public Holidays observed by the Bank are subject to adjustment or reduction from time to time.

17. Confidentiality

Maintaining confidentiality is a condition of your employment. During your employment, you will not store, possess, use or disclose confidential, proprietary, sensitive information or data (including those from any of your previous employments) with other organizational or unaffiliated manager. You shall not bring any such information or data into the Bank.

You will not, either during your employment with the Bank or after termination of your employment, divulge to anyone, directly or indirectly, secret, accounts or dealings (relating to the Bank's business, its affairs or its clients, service providers, subcontractors or vendors, other than to the Directors of the Bank or their authorized representatives. During the period of your employment, you shall not, without the written authority of the Bank, publish any written articles or deliver any talk on any subject related to your profession or participate as a member of any organization connected with your profession. During the period of your employment, you shall not make any public statement, or author any book, report or writing, in relation to the business or affairs of the Bank. You shall also not make any statement in writing, verbal, publishing & virtual or social media.

On discontinuation of your employment, you will return to the Bank, all papers and documents and all other property pertaining to the Bank or others of the Bank or its client or any of its associates or branches, which may be in your possession, and we will retain any copy or extract therefrom in case of any breach of confidentiality caused by you, either during or after the termination of your employment with us, you will be primarily liable to the Bank, our customers and third parties.

18. Inventions

All work, product developed or invented by you in the course of performance of your employment with the Bank shall belong to the Bank. You hereby assign and agree to assign to the Bank, all of its intellectual property rights (including moral rights) in and to any products developed, inventions, written materials, electronic data and other materials and documents created in the course of your employment with the Bank. You shall not retain any rights or interest in any property, materials, products, data or documents created in the course of your employment with the Bank.

Both during and after the termination of your employment with the Bank, you agree to execute without any compensation all such other deeds and documents and do all such acts as may be reasonably required by the Bank for further and better protecting the Bank's right to all and any property, materials, products, data or documents created by you in the course of your employment with the Bank.

Both during and after the term of your employment with the Bank, you agree not to publish, directly or indirectly, except with the prior written consent of the Bank, any information in relation to any intellectual property, confidential information or trade secrets of the Bank.

19. Data Protection

For the purposes of the data protection by signing of this letter, you consent to the Bank and such other persons and entities designated by the Bank collecting, holding and processing personal data relating to you whether provided to the Bank or otherwise received by the Bank for all purposes, including, but not limited to: administering and maintaining personnel records; paying and reviewing salary and other remuneration and benefits; providing and administering benefits; undertaking performance appraisals and reviews; maintaining records and other accounts records; taking decisions as to your fitness for work; providing references and information to future employers; and if necessary, governmental and quasi-governmental bodies for social security and other purposes; providing information to future purchasers of the Bank or of the businesses; surveillance where criminal activity is suspected; monitoring e-mail/internet usage; transferring information about you to a country or territory outside India.

20. Non-Disparagement

At all times while dealing with the customers or prospective customers of the Bank you shall represent yourself as an employee of the Bank, and all agreements entered by you with them shall be for and on behalf of the Bank. You shall not make any communication or engage in any conduct that is or can be reasonably or construed as disparaging of the Bank or their Officers, Directors, Employees, Agents, Shareholders, Strategic business partners, products or services.

21. Remedies



...event of a breach or a threatened breach the Bank shall in addition to any other remedies provided herein or otherwise available by law have the right and remedy to have covenants specifically enforced by any court having jurisdiction.

22. Agreement not to Solicit Employees, Suppliers and Customers

During the term of your employment with the Bank and thereafter, you shall not personally or through an agent, Bank or otherwise in any manner directly or indirectly induce or attempt to induce any supplier of the Bank or any of its affiliates to cease to supply or restrict or vary the terms of supply.

During the term of your employment with the Bank and thereafter, you shall not personally or through an agent, Bank or otherwise in any manner directly or indirectly induce or attempt to induce any customer or client of the Bank or any of its affiliates to cease to procure such products and/ or services.

During the term of your employment and after termination of your employment with the Bank, you will not directly or indirectly solicit, recruit, induce or persuade any of the employees of the Bank or any of its affiliates to leave their employment or take away such employees, or attempt to solicit, induce, recruit, encourage to leave their employment or attempt to take away employees.

During the term of your employment, you shall follow the prohibitions as laid down under Foreign Corrupt Practices Act of 1977 (FCPA) and Indian Prevention of Corruption Act 1988 (PCA) and shall abide by the law and bribery provisions as stated in the Act.

As per the terms stated in the Act, the employee cannot directly or indirectly make, promise, offer or receive cash, gifts or anything of value in order to get, keep or provide business, to learn confidential information or to influence official action or inaction by a Government Official.

23. Prohibitions under FCPA and PCA

During the term of your employment, you shall follow the prohibitions as laid down under Foreign Corrupt Practices Act of 1977 (FCPA) and Indian Prevention of Corruption Act 1988 (PCA) and shall abide by the law and bribery provisions as stated in the Act.

As per the terms stated in the Act, the employee cannot directly or indirectly make, promise, offer or receive cash, gifts or anything of value in order to get, keep or provide business, to learn confidential information or to influence official action or inaction by a Government Official.

24. Governing Law and jurisdiction

This appointment letter shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatsoever nature between you and management will be subject to exclusive jurisdiction of courts of Jaipur (Rajasthan) whether they be civil courts, labor courts, industrial tribunals or any other courts or authority of whatsoever nature.

Retirement

The last date of employment for a retiring employee at AU Small Finance Bank has to be the last working day of the month in which the employee completes 60 years of age.

I hereby confirm that I will abide by the Code of Conduct- Prevention of Insider Trading Policy ("Code") of Bank and Securities and Exchange Board Of India (Prohibition Of Insider Trading) Regulations, 2015 ("Regulations") and any amendment made therein time to time. Also if I would have access to any unpublished price sensitive Information (referred as "UPSI") then I shall be strictly governed by Code of Bank and shall ensure the confidentiality of the UPSI received about AU SMALL FINANCE BANK LIMITED. I further, confirm that said code and Regulations shall be binding on me for a period of six months from the date of relieving.

For AU Small Finance Bank Limited

Smit Bhatia



Smit

Savitri Bhatia

AUTHORIZED SIGNATORY

Acknowledgement and Acceptance

I hereby accept this offer-cum-appointment letter on the above-mentioned terms and conditions and agree to abide by the rules & regulations of the Bank as are in force from time to time. The current issue of the rules has been read and understood by me before signing this letter.

Joining Date : 8th July, 2019

Candidate Name : Savi Setia

Candidate Signature : *Savi*

Date of acceptance : 4th July 2019



INNOVATIVE

(24, Kota Complex, 3rd Floor, Near Minerva Circle,
J C Road, Bangalore-560002

Phone no: 080-42279036, 09035532100

Ref: Innovative/2019

Date: 18th May, 2019.

Dear YASHASHVI MODI,

- We are pleased to offer you the position as a Management Trainee in our branch. So, as a Management Trainee you will be undergoing the 1st phase of on job training. During this period (phase-1) you can Earn ₹ 10,000 to ₹ 12,000 per month + Incentives. Accommodation will be provided free during training.
On Job Training will be at INNOVATIVE, 24, KOTA COMPLEX, 3rd FLOOR, J C ROAD, NEAR MINERVE CIRCLE, BANGALORE-02.
- You will be assessed on attendance, performance, attitude or any other parameters like communication, etc may be applicable during your tenure, that decide your promotion as a Trainer / Team Leader (phase-2) position. During this period you can earn ₹ 15,000 to ₹ 20,000 + incentives.
- Based on consistent performance and leadership qualities, you will get promoted as ASST. MANAGER (phase-3). During this period you can earn ₹ 30,000 to ₹ 35,000 per month.
- Consistent performance of your team will determine your promotion to the MANAGER/OWNER position with earning potential starting ₹ 50,000 per month as a Branch Manager.
- Your relationship with INNOVATIVE will be on at-will basis, which means you and the company are free to terminate the relationship at any time for any reason.
- We are requesting you to join our company on or before 27.5.2019

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time. Wish you the rewarding career with us.

Thanking you!



Mr. NAGARAJ HEGDE
Branch Head



Who is Management Trainee?

A management trainee who is join in company as entry level manager and learn the business process by working on every different division of the company. The core idea is that management trainee should be familiar with all aspects of the business, so that he/she can later be promoted to a top management position.

What is the job description of management trainee?

Not everybody is born as a leader, and certainly, nobody is born with the skills of a manager. Managerial skills are gained and developed from experience. The company offers you to join as a trainee manager were you will be trained in various department.

Process of Promotions

PHASE – 1

Management Trainee

Self-Management

- Develop a Positive Attitude
- Show responsibility (Learn Working habit)
- Learn 5 and 8 steps (Business System)
- Develop communication skills.
- Self-Management

PHASE – 3

Assistant Manager

Office-Management

- Learn accounting procedure
- Inner office duties
- Interviews and Final evaluations
- Inventory control
- Run morning/New persons meeting

PHASE-2

Trainer / Team Leader

Team-Management

- Goal is to duplicate yourself
- Build strong Relationship
- Learn impact, warehouse & settle ups
- Develop leadership Quality.
- Team management skills

PHASE – 4

Manager/Owner

Managing Branch

- Open your own office.
- Save money for your future
- Expand & promote other offices
- Earn overrides
- Key is to develop 'New leaders'
- Help them to learn your skills.





Ms Deepika Bhansali

Congratulation on your appointment, We welcome you to Deora Maheshwari & Co. wishing you a long and meaningful career with us.

COMPENSATIONS & BENEFITS: The detailed breakup of your compensation and other company benefits applicable to you is enclosed.

1. **DESIGNATION & FUNCTION:** You will be designated as Assistant IIR.
2. **LOCATION & DATE OF JOINING:** You will be based at Ahmedabad, Gujarat. You will be required to join as early as possible, however before 1st week of April 2019.
3. **PROBATION PERIOD:** You will be on probation for a period of 90 days from the date of your appointment. If, in the opinion of the company, you are found suitable for the post in which you are appointed, you will be confirmed else it may be extended to another 90 days.
4. **NOTICE PERIOD:** During the probation period you can be terminated upon 1 month notice. This contract of employment is terminable by either party by giving two month notice on confirmation.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining after submission of necessary documents.

This offer of employment is conditional to the satisfactory completion of all regulatory/ background checks and medical / health checkup. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Deora Maheshwari & Co. and wish you a long and a fulfilling career with us.

For, Deora Maheshwari & Co.
Chartered Accountants
FRN : 123009W

CA Pawan Bagrecha
Partner
M. No. 160085



Date :29/03/2019

To
Sanjeevan Sharma
(Code: CAN711D6)

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as HRA. Your services are being deputed to **Johnson & Johnson Private Limited** on the following terms and conditions:

- Your employment will be valid from **01/04/2019 To 31/03/2020** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your CTC Salary will be INR 192,000.00 per annum (as per Annexure 1) and will be paid out basis your actual joining date.
- We reserve right to terminate your services with immediate effect in case information furnished by you is not found to be true or background verification report is negative.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Medidaim etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: AADHAR Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.

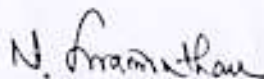
Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer. You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

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

Yours truly,

For Randstad India Pvt Ltd.



Authorized Signatory
N Swaminathan Iyer
Vice President - SSC





Star Capital Financial Services

Offer letter

Ref. No: FA/004/11MAR'19
11/03/2019

Dear Ms. Pratima Minni
Near Champalal Banthia Haweli, Bhinasar, Bikaner

Congratulations!

I am pleased to offer of employment on behalf of Star Capital Financial Services based at Babuji Plaza, Bikaner. You have been selected for the post of Financial Analyst. You will be reportable to Mr. Praveen Lalani.

We believe that your knowledge and skills would be beneficial for our organization. We hope you will enjoy your role and make a significant contribution to the overall growth of Star Capital Financial Services.

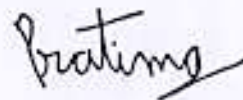
As we discussed and agreed upon, you will be eligible to receive emoluments of Rs.2, 11, 200/- [Rupees Two Lakh Eleven Thousand Two Hundred only] as consolidated pay per year on a monthly payment of Rs. 17600/- for the position offered. Your employment will commence on and from 18/03/2019.

Please accept the offer with these terms and conditions and accept the same signing the duplicate copy and submit it to office on or before 18/03/2019.

We look forward to welcoming you in the Star Capital Financial Services team.

Sincerely,


Praveen Lalani
Managing Director
Star Capital Financial Services







Offer Letter

Ref No: DM/005/MNGR/03/2019
08/03/2019

Ms Nikita Chouhan
Near Bada Bazar, Bikaner
Rajasthan, 334001

Subject: Job offer

Dear Ms. Nikita Chouhan,

We are pleased to offer you the full-time position of **digital marketing specialist** at **First Design Technology** with a start date of 18/3/2019. You will be reporting directly to **Mr. Amit Kumar** at Bikaner. We believe your skills and experience is an excellent match for our company.

In this role, you will be required to

- Develop and manage digital marketing campaigns
- Manage organization's website
- Optimize content for the website and social networking channels such as Facebook, Twitter, Instagram, Google Plus, etc
- Track the website traffic flow and provide internal reports regularly
- Fix any error in online content and arrange webinars and webcasts
- Attend networking events and product launches.
- Identify new digital marketing trends and ensure that the brand is in front of the industry developments.
- Work on SEO of the website pages.
- Edit and post content, videos, podcasts, and audio content on online sites.
- Promote company's product and services in the digital space.
- Execute social media efforts to improve KPIs, likes, shares, tweets, etc.

The annual starting salary for this position is Rs. 230000 (approx) to be paid on monthly basis by direct deposit, on last week of every month. In addition to this starting salary, we're offering you incentive as per company scheme based upon your performance.



Your employment with **First Design Technology** will be on an at-will basis, which means you and the company are free to terminate the employment relationship at any time for any reason. This letter is not a contract or guarantee of employment for a definite amount of time.

As an employee of **First Design Technology**, you are also eligible for our benefits program, which includes paid leave, health insurance.

Please confirm your acceptance of this offer by signing and returning this letter by 15/3/2019.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,



Anil Kachhawa
(Managing Director)





Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasni Road, Pall Highway, Jodhpur – 342013, Rajasthan - INDIA

Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz

CIN: U72200MH2007PTC175593

OFFER LETTER

Ms. Diksha Bajaj D/O Mr. Sanjay Kumar Bajaj
C-26, Bhimraj Modi Mohan Place, Near lie Office,
Sadul Ganj, Bikaner, Rajasthan-334001
Mobile # +91 7231926033

01st March 2019

Dear Ms. Bajaj

Congratulations on your appointment! We welcome you to Premier – *An innovation led company*, wishing you a long and meaningful career with us.

COMPENSATION & BENEFITS: The detailed breakup of your Compensation and Other company benefits applicable to you is enclosed.

1. **DESIGNATION & FUNCTION:** You will be designated as Trainee.

2. **LOCATION & DATE OF JOINING:** You will be based at Jodhpur, Rajasthan. You will be required to join as early as possible, however not later than 04th March 2019. If you do not join your duty on the said date, this offer letter shall be treated as cancelled, unless the extension of the said date for joining duty is granted by us in writing.

3. **PROBATION PERIOD:** You will be on probation for a period of 90 days from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed else it may be extended to another 90 days.

4. **PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable for removal from service without any notice.

5. **NOTICE PERIOD:** During the probation period you can be terminated upon 1 day notice. This contract of employment is terminable by either party by giving two month (60 days) notice on confirmation. Either party is not bound to give any reason thereof.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all regulatory / background checks and medical / Health checkup. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Premier and wish you a long and a fulfilling career with us.

Yours truly, For PREMIER INFO ASSISTS PVT. LTD.

NAME _____ Authorised Signatory
HR MANAGER – OPERATIONS / SIGNING AUTHORITY

Iagree to accept employment on the terms and conditions
Mentioned in the above letter. I shall be reporting for duty on



R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070



Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur – 342013, Rajasthan - INDIA
 Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
 CIN: U72200MH2007PTC175593

01st March 2019

Compensation & Benefits

| | | |
|------------------------------------------------------|-------------------------|----------------------------|
| Name | Ms. Diksha Bajaj | |
| Designation: | Trainee | |
| Location | Jodhpur, Rajasthan | |
| Compensation Details | Monthly Amount (in Rs.) | Annualized Amount (in Rs.) |
| Basic Salary | 20,000 | 240,000 |
| Special Allowance | 1,038 | 12,456 |
| Monthly Gross | 21,038 | |
| Ex-Gratia Annual Bonus Including Incentive Retirals* | | 22,000 |
| Gratuity | 962 | 11,544 |
| Medical Insurance | | 15,000 |
| TOTAL ANNUAL CTC (In Rs.) | | 3,01,000 |

HRA : Could be maximized to 50% of basic in metro and 40% in non metro.

PF/TDS : Will be deducted, if applicable.

Mediclaim : You will be covered under Mediclaim Policy upon completion of Probation Period.

Gratuity* : Gratuity will be paid on accrued basis at time of relieving from our company.

Bonus* : You will be entitled for a bonus of upon successful completion of 1 year in the organization. This will be payable on forth coming Diwali after completion of the first year. However in case you are not able to complete 1 year in the organization you will not be entitled for this bonus.

For PREMIER INFO ASSISTS PVT. LTD.

D. Babhecha

Authorised Signatory

MANAGER HUMAN RESOURCES / SIGNING AUTHORITY

Date: _____



PERSONAL & CONFIDENTIAL

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
 Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070

Date : February 01 , 2019

Ref No : IB/OL/00077713
App No : 00077809

Mr. TARUN KUMAR MINNY
BEHIND CHAMPA LAL JI BANTHIA HAVELI
BHINASAR BIKANER
Rajasthan 334401

LETTER FOR OFFER OF APPOINTMENT

Dear TARUN KUMAR MINNY,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in our organization, on the term and conditions, mentioned in this letter for offer of appointment herein below :-

Department : Contact Centre
Level/Grade : Officer / G4
Designation : Officer
Location : GURGAON 422
Cost to Company: : Your cost to company will be Rs. 216,000.00 /- per annum,
(Rupees Two Lakh Sixteen Thousand only)

1. DATE OF JOINING / APPOINTMENT DATE

This appointment will commence from your date of joining which should not be later than February 04 , 2019, provided that you indicate your acceptance to the same by signing and returning in duplicate a copy of this offer of Appointment to us immediately and in any case within Fifteen (15) days from the date of this Letter for Offer of Appointment.

Further, in case, you have any objections to the terms and conditions of this letter, the same should be communicated to us within 15 days from the date of this letter and prior to your tendering us your acceptance to the same, failing which the entire terms and conditions as stipulated herein, shall be deemed to have been accepted by you without any demur. The Appointment Date shall not be varied except if so intimated by the Company in writing.

You should report for joining at the Place of Posting on or before the above date of joining along with copies of self attested documents as mentioned below :-

- Signed Curriculum Vitae (CV).
- Copy of the Educational Certificate (10th & Highest Qualification).
- Work Experience Certificate (Previous employer).
- Four (4) Passport size photographs.
- Copy of Address proof.

Indiabulls Consumer Finance Limited

(formerly IVL Finance Limited and Shikshakti Financial Services Limited)

Registered office : M-62 & 63, first floor, Connaught Place, New Delhi-11001.CIN:U74899DL19994PLC062407
Tel : 011-30252900, Fax:01130252901 Website:WWW.Indiabulls.com, Email:helpdesk@indiabulls.com



f) Copy of PAN Card (Mandatory).

NOTE:

- i) Submission of above documents is mandatory and failure to submit any one or all of these documents may be termed as disqualification to the proposed appointment.
- ii) If you are not an Indian Citizen, additional documents shall be mandatory in support of your candidature and eligibility, as per the prevailing law of India in this regard.
- iii) Please ignore, if you have submitted the above mentioned documents.

2. DESIGNATION

You shall be designated as Officer in Contact Centre .

You shall be on probation for an initial period of 6 Months. The probation period may be extended or shortened at the discretion of the Management. A confirmation letter shall be issued to you after satisfactory completion of probation period, at the sole and absolute discretion of the Management.

3. REMUNERATION

Your cost to Company shall be Rs. 216,000.00/- (Rupees Two Lakh Sixteen Thousand only) per annum.

Your salary and other benefits, if any, shall be subject to the deductions of all Government and local taxes, contribution(s), etc. as required to be made under the prevailing laws of India and shall be further subject to deductions on account of any unauthorized absence, authorized absence for any period beyond the leave entitlement, damage to any property of the company and all other matters as governed by the Company's policy.

4. PLACE OF POSTING

a) Presently, you shall be posted at our Office at GURGAON 422. Your place of work may change in case of any relocation of the Company's offices. You are further liable to be transferred to any part within the Country/Overseas as decided by the Management in the interest of the company.

b) The Management may place/transfer you temporarily/permanently in any unit/Department/Associate concern of the Company and/or its subsidiary in or out of India as it may consider necessary at its discretion from time to time.

5. CONDUCT & DISCIPLINE

a) Official E-mail ID shall be communicated to you after joining. This will be a password-protected official e-mail ID. Any correspondence /information including letter/notice of confirmation, transfer, promotion, termination, resignation, policy matters, etc. received/sent through such e-mail ID by or to you shall be an acceptable form of communication. You are required to keep the password of such e-mail ID confidential. This E-mail ID must be regularly checked for any communication. This E-mail ID should be used exclusively for authorized official purposes only. You shall exclusively be responsible for any unauthorized and unapproved usage of this e-mail ID. You shall be bound by the Information Security Policy as update from time to time which is available at <http://infosec.indiabulls.com/>.

b) You are expected to maintain high standards of Conduct and Excellence in all your assignments.



c) You shall discharge your duties and responsibilities faithfully and to the best of your ability and talent.

d) You shall at all times comply with the Company's policies. These are available at the public folder at <http://inet.indiabulls.com>.

e) As a company personnel, you are a full-time employee and will not undertake any other business, work or public office, honorary or remunerating post/assignment whether with or without consideration except with the written permission of the management in each case.

f) You will be governed by the service Rules and Regulations, administrative order(s), any such other rules/Standing Order(s) of the company now in force and that may be in force from time to time.

6. SECRECY

a) You will not divulge any information concerning the company's (or its associate's) operations, plans, know-how etc., that you may come to have known or acquired during your employment to any unauthorized person(s), nor use for any purpose save for official purposes, during the period of your employment with us, or thereafter by word of mouth or otherwise. Non-compliance of this clause shall subsist the termination of the employment.

b) Any work/project/assignments handled/developed by you individually or as a group during your employment with the company, will be the exclusive property of the company and you will not have any rights on it, whatsoever. You shall execute all such documents as may be required from time to time to secure this right of the Company.

Violation in any manner of the above-mentioned terms and conditions will be dealt under Intellectual Property Laws of India, as prevailing from time to time.

7. PRIVACY OF INFORMATION ON REMUNERATION

The remuneration payable to you would be a matter of confidence between the management and yourself, and you shall not divulge any details thereof to any one inside or outside the organization.

8. NON-SOLICITATION

You covenant, and agree that during your employment with the Company and for a period of six (6) months thereafter due to the exposure and access to substantial confidential or proprietary information pertaining to Company's business and clients that you have till now obtained and shall continue to obtain and in recognition of the need to protect the Company's interest in this regard, you will not, except with the prior written consent of the Company, directly or indirectly;

a) Attempt in any manner to solicit from (a) any current Client/ of the Company or (b) any firm, association or corporation or other entity which you have contacted or otherwise dealt with on behalf of the Company, business of the type carried on, or proposed to carried on, by the Company, or to purchase or sell any products or services including any product or services competing with those provided by the Company; or

b) Attempt to persuade any person, firm or entity, which is a Client/ to cease doing business or to reduce the amount of business which any such Client has customarily done.

c) Employ, solicit, incite canvass or attempt to employ or assist anyone else to employ any person who is in the employment of the Company, or was in the employment of the Company at any time during the preceding six calendar months. Further, you shall not Solicit, incite or in



any other way encourage other employees of the Company to terminate their respective contracts of employment with the Company; or

d) Solicit, canvass or accept employment from any of Company's Clients or any person, firm or company, which competes with the business of the Company.

9. GENERAL RULES

In all matters including those not specifically covered by this letter, all employment benefit(s) will be governed as per the rules of the Company.

a) You will intimate in writing to the Management any change of address within a week from the change of the same, failing that any communication sent on your last recorded address shall be deemed to have served on you.

b) You will hand over the charge, the property and the material etc. of the company in your Possession at the time of cessation of your employment with the company.

c) You will be liable to pay damage(s) to the company for the loss caused by you directly or indirectly, in addition to other legal remedies, which may be required for violating any of the provisions of this letter for offer of appointment/agreement etc. and the Courts at New Delhi will have exclusive jurisdiction over the appointment consequent to this letter and all matters arising there from.

d) It is specifically agreed & accepted that any performance incentive scheme and/or any other rule(s) offering some other benefit(s) shall be disbursed at the sole discretion of the Company. It is specifically understood & agreed that such benefit(s) including but not limiting to performance incentive cannot be claimed as a matter of Right whatsoever.

10. CESSATION OF SERVICE

a) Before tendering resignation you are required to give 1 Month prior notice in writing to the company, if such resignation is during your probation and 3 Months prior notice in writing if such resignation is after confirmation. The Company in its sole discretion can decide to waive off/reduce the notice period, you would be required to pay to the Company the gross salary for the notice period so reduced/waived off or notice not provided.

b) The management reserves the right to terminate your services by giving 1 Day notice or 1 Day salary in lieu thereof. Notwithstanding the above, the management reserves the right to terminate your services as per the termination policy of the Company in the event of non-performance or misconduct which includes but is not limited to negligence of duty, disloyalty, dishonesty, misrepresentation, indiscipline or any other indulgence of excess or any impropriety in complying with the terms of this letter or any action detrimental to the interests of the Company and/or your conduct/action being contrary to the Policies of the Company and/or Standing order(s) issued by the Company from time to time.

c) You will automatically retire from the services of the company on attaining the Superannuating age of 60 years.

d) If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

- i) Return to work within eight days of the commencement of such absence, and
- ii) Give an explanation to the satisfaction of the management regarding such absence.



c) The management shall have the right to ask you to get yourself medically examined, vaccinated or inoculated by any registered medical practitioner at any time when the management feels it necessary. Your service will be liable to be terminated on being found physically or mentally unfit by a registered medical practitioner, nominated by the company.

Performance Evaluation

i) Your performance will be reviewed continuously during the tenure of your employment. If, at the end of any month you have not met the minimum standards for that month a verbal warning will be given.

ii) If, at the end of next month, you have not met the minimum standards for that month, your probation can be extended, (if on probation) and a Performance Improvement Plan (PIP) will be implemented, (if confirmed), or your employment will be terminated at the discretion of the management.

iii) The management's decision to change territories/policies/product/ portfolio will be final and binding on all employees. All changes to territories/policies/product/portfolio shall be at the sole and absolute discretion of the Management.

iv) In case your performance is not up to the mark, your designation is liable to be reduced.

11. Non-Disparagement

You agree that, during the employment or on cessation of employment, you shall not, directly or indirectly, in any capacity or manner, make, express, transmit speak, write, verbalize or otherwise communicate in any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing), any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that might reasonably be construed to be derogatory or critical of, or negative toward, the Company or any of its directors, officers, Affiliates, subsidiaries, employees, agents or representatives (collectively, the "Company Representatives"), or that reveals, discloses, incorporates, is based upon, discusses, includes or otherwise involves any confidential or proprietary information of the Company or its subsidiaries or Affiliates, or to malign, harm, disparage, defame or damage the reputation or good name of the Company, its business or any of the Company Representatives. You understand that failure to comply with the above shall make yourself liable for punitive and/or penal action.

12. VERIFICATION

a) This Letter for offer of appointment is issued to you on the basis of your candidature, eligibility and on grounds of information/ documents provided by you to the company, which are believed as bonafide, genuine and true. Further, if you are not an Indian Citizen by birth, please support your candidature and eligibility to join us with necessary details and documentation, as per the prevailing provisions of law of India.

b) This appointment is based on the information supplied by you to us in your application/personal data form and otherwise, and will be considered null and void if a material error is discovered therein at any time, and your employment shall be terminated without any notice or salary in lieu thereof.

c) All documents submitted by you to the Company with reference to the above are subject to verification by the Company or an agency appointed by the Company at any time during your employment with the Company. You hereby specifically authorize the Company or any external agency appointed by the Company to verify your educational and employment antecedents, your conduct and conduct any other back ground checks prior to your joining the Company or thereafter. You expected to extend your full cooperation during such verification. This Offer of Appointment is subject to you clearing the Background Check as conducted by the Company or any third party agency on behalf of the Company. In the event you fail to cooperate or clear the



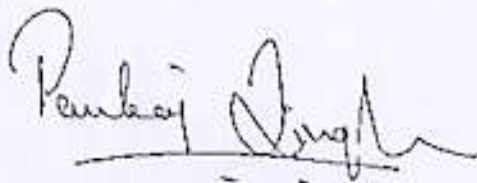
Background Check, your employment may be terminated by the Company forthwith and without any liability to the Company.

Please sign the duplicate copy of this Letter for offer of appointment and return the same in confirmation of your acceptance of the appointment and all other terms and conditions as stated therein.

Wish you all the best and welcome you to our organization for a long-standing relationship.

Sincerely,

FOR INDIABULLS CONSUMER FINANCE LTD



AUTHORIZED SIGNATORY
HUMAN RESOURCES

ACCEPTANCE OF THE EMPLOYEE

I, hereby, agree to abide by the terms and conditions of this Letter for offer of Appointment and am aware that any lapse in my meeting the set performance standards/misconduct and any disciplinary issue would result in legal/disciplinary action against me/or employment termination. I agree to join on or before February 04 , 2019.

SIGNATURE OF THE EMPLOYEE

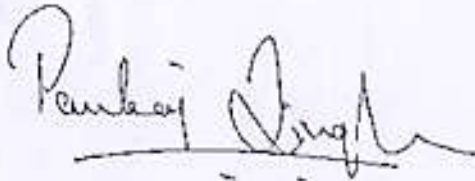


COMPENSATION & ENTITLEMENT

Offer break-up to Mr. TARUN KUMAR MINNY, Officer in Contact Centre.

| Details | Amount Per Month (In Rs.) | Amount Per Annum (In Rs.) |
|----------------------------|------------------------------|------------------------------|
| Basic | 15,050.00 | 180,600.00 |
| Other Bonus | 2,133.00 | 25,596.00 |
| Gross Salary | 17,183.00 | 206,196.00 |
| Employers ESI Contribution | 817.00 | 9,804.00 |
| Cost to Company ("CTC") | 18,000.00 | 216,000.00 |

FOR INDIABULLS CONSUMER FINANCE LTD



AUTHORIZED SIGNATORY
HUMAN RESOURCES

Note :

- 1). Your Salary is strictly confidential and you should not disclose it to anyone without prior permission of the company in writing.
- 2). All tax implications arising as part of your salary structure shall be borne by you.
- 3). Contribution towards EPF are optional to the employee. For employee whose basic salary is less than or equal to Rs. 15,000/- (Rupees Fifteen Thousand only) EPF contribution is mandatory.
- 4). The employer and employee contribution towards ESI entitles an employee to take the advantage of medical facilities provided by the government in ESI hospital. Contribution towards ESI is mandatory for employees whose gross salary is less than or equal to Rs. 21,000/- (Rupees Fifteen Thousand only).
- 5). You and your family (spouse and 2 children) will be included in Indiabulls Group Mediciam Health Insurance Cover through Family Health Plan Insurance TPA Ltd. (FHPL) to avail Mediciam post completion of your probation period. Total sum covered for Group Mediciam is Rs. 2,50,000/- (Rupees Two Lakh Fifty Thousand Only) per family.

I, hereby, agree to abide by the terms and conditions of this Appointment Letter

SIGNATURE OF EMPLOYEE
Officer





Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur - 342013, Rajasthan - INDIA
Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

OFFER LETTER

Ms. Riddhima Chandak D/O Mr. Kailash Chandra Chandak
S-D-16 Hudco, JNV Colony, Bikaner,
Rajasthan - 334001
Mobile # +91 9460928272

28th February 2018

Dear Ms. Chandak

Congratulations on your appointment! We welcome you to Premier - *An innovation led company*, wishing you a long and meaningful career with us.

COMPENSATION & BENEFITS: The detailed breakup of your Compensation and Other company benefits applicable to you is enclosed.

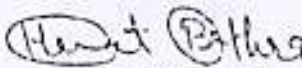
- 1. DESIGNATION & FUNCTION:** You will be designated as Management Trainee.
- 2. LOCATION & DATE OF JOINING:** You will be based at Navi Mumbai, Maharashtra. You will be required to join as early as possible, however not later than 05th March 2018. If you do not join your duty on the said date, this offer letter shall be treated as cancelled, unless the extension of the said date for joining duty is granted by us in writing.
- 3. PROBATION PERIOD:** You will be on probation for a period of 90 days from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed else it may be extended to another 90 days.
- 4. PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable for removal from service without any notice.
- 5. NOTICE PERIOD:** During the probation period you can be terminated upon 1 day notice. This contract of employment is terminable by either party by giving two month (60 days) notice on confirmation. Either party is not bound to give any reason thereof.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all regulatory / background checks and medical / Health checkup. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Premier and wish you a long and a fulfilling career with us.

Yours truly, For PREMIER INFO ASSISTS PVT. LTD.


NAME _____
HR MANAGER - OPERATIONS / SIGNING AUTHORITY

I, Riddhima Chandak,agree to accept employment on the terms and conditions
Mentioned in the above letter. I shall be reporting for duty on 05th March 2018

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahopa,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070





Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasol Road, Pali Highway, Jodhpur -- 342013, Rajasthan - INDIA

Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz

CIN: U72200MH2007PTC175593

28th February 2018

Compensation & Benefits

| | | |
|--------------------------------------------|--------------------------|----------------------------|
| Name | Ms. Riddhima Chandak | |
| Designation: | Management Trainee | |
| Location | Navi Mumbai, Maharashtra | |
| Compensation Details | Monthly Amount (in Rs.) | Annualized Amount (in Rs.) |
| Basic Salary | 20,000 | 2,40,000 |
| Special Allowance | 1,038 | 12,456 |
| Monthly Gross | 21,038 | |
| Ex-Gratia Annual Bonus Including Incentive | - | 22,000 |
| Retirals* | | |
| Gratuity | 962 | 11,544 |
| Medical Insurance | | |
| | | 15,000 |
| TOTAL ANNUAL CTC (in Rs.) | | 3,01,000 |

HRA : Could be maximized to 50% of basic in metro and 40% in non metro.

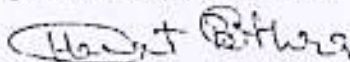
PFTDS : Will be deducted, if applicable.

Mediclaim : You will be covered under Mediclaim Policy upon completion of Probation Period.

Gratuity* : Gratuity will be paid on accrued basis at time of relieving from our company.

Bonus* : You will be entitled for a bonus of upon successful completion of 1 year in the organization. This will be payable on forth coming Diwali after completion of the first year. However in case you are not able to complete 1 year in the organization you will not be entitled for this bonus.

For PREMIER INFO ASSISTS PVT. LTD.


Authorized Signatory

MANAGER HUMAN RESOURCES / SIGNING AUTHORITY

Date: _____

PERSONAL & CONFIDENTIAL

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070





Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur – 342013, Rajasthan - INDIA
Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

OFFER LETTER

Mr. Ashish Kumar Buchha S/O Mr. Loon Karan Buchha
Kochron ka Chowk, Bikaner, Rajasthan - 334001
Mobile # +91 9462560395

23rd February 2018

Dear Mr. Buchha

Congratulations on your appointment! We welcome you to Premier – *An innovation led company*, wishing you a long and meaningful career with us.

COMPENSATION & BENEFITS: The detailed breakup of your Compensation and Other company benefits applicable to you is enclosed.

- DESIGNATION & FUNCTION:** You will be designated as Management Trainee.
- LOCATION & DATE OF JOINING:** You will be based at Mumbai, Maharashtra. You will be required to join as early as possible, however not later than 15th March 2018. If you do not join your duty on the said date, this offer letter shall be treated as cancelled, unless the extension of the said date for joining duty is granted by us in writing.
- PROBATION PERIOD:** You will be on probation for a period of 90 days from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed else it may be extended to another 90 days.
- PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable for removal from service without any notice.
- NOTICE PERIOD:** During the probation period you can be terminated upon 1 day notice. This contract of employment is terminable by either party by giving two month (60 days) notice on confirmation. Either party is not bound to give any reason thereof.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all regulatory / background checks and medical / Health checkup. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Premier and wish you a long and a fulfilling career with us.

Yours truly,

For PREMIER INFO ASSISTS PVT. LTD.

NAME _____
HR MANAGER – OPERATIONS / SIGNING AUTHORITY



Iagree to accept employment on the terms and conditions
Mentioned in the above letter. I shall be reporting for duty on

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070



Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur - 342013, Rajasthan - INDIA
 Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
 CIN: U72200MH2007PTC175593

23rd February 2018

Compensation & Benefits

| | | |
|--------------------------------------------|-------------------------|----------------------------|
| Name | Mr. Ashish Buchha | |
| Designation: | Management Trainee | |
| Location | Mumbai, Maharashtra | |
| Compensation Details | Monthly Amount (in Rs.) | Annualized Amount (in Rs.) |
| Basic Salary | 20,000 | 2,40,000 |
| Special Allowance | 1,038 | 12,456 |
| Monthly Gross | 21,038 | |
| Ex-Gratia Annual Bonus Including Incentive | - | 22,000 |
| Retirals* | | |
| Gratuity | 962 | 11,544 |
| Medical Insurance | | |
| | | 15,000 |
| TOTAL ANNUAL CTC (in Rs.) | | 3,01,000 |

- HRA : Could be maximized to 50% of basic in metro and 40% in non metro.
- PF/TDS : Will be deducted, if applicable.
- Mediclaim : You will be covered under Mediclaim Policy upon completion of Probation Period.
- Gratuity* : Gratuity will be paid on accrued basis at time of relieving from our company.
- Bonus* : You will be entitled for a bonus of upon successful completion of 1 year in the organization. This will be payable on forth coming Diwali after completion of the first year. However in case you are not able to complete 1 year in the organization you will not be entitled for this bonus.



For PREMIER INFO ASSISTS PVT. LTD.

Ashish Buchha
 Authorised Signatory



MANAGER HUMAN RESOURCES / SIGNING AUTHORITY
 Date: _____

PERSONAL & CONFIDENTIAL

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape, Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070



Premier InfoAssists Pvt. Ltd.

Khosra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur - 342013, Rajasthan - INDIA
Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

OFFER LETTER

Mr. Yogesh Duggar S/O Mr. Nirmal Kumar Duggar
Gandhi Chowk, Behind Hafna Clinic,
Gangasahar, Bikaner, Rajasthan - 334001
Mobile # +91 08233522732

12th February 2018

Dear Mr. Duggar

Congratulations on your appointment! We welcome you to Premier - An innovation led company, wishing you a long and meaningful career with us.

COMPENSATION & BENEFITS: The detailed breakup of your Compensation and Other company benefits applicable to you is enclosed.

- 1. DESIGNATION & FUNCTION:** You will be designated as Management Trainee.
- 2. LOCATION & DATE OF JOINING:** You will be based at Jodhpur, Rajasthan. You will be required to join as early as possible, however not later than 19th February 2018. If you do not join your duty on the said date, this offer letter shall be treated as cancelled, unless the extension of the said date for joining duty is granted by us in writing.
- 3. PROBATION PERIOD:** You will be on probation for a period of 90 days from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed else it may be extended to another 90 days.
- 4. PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable for removal from service without any notice.
- 5. NOTICE PERIOD:** During the probation period you can be terminated upon 1 day notice. This contract of employment is terminable by either party by giving two month (60 days) notice on confirmation. Either party is not bound to give any reason thereof.

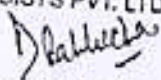
This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all regulatory / background checks and medical / Health checkup. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Premier and wish you a long and a fulfilling career with us.

Yours truly,

For PREMIER INFOASSISTS PVT. LTD.


Authorised Signatory

NAME _____
HR MANAGER - OPERATIONS / SIGNING AUTHORITY

I, Yogesh Duggar agree to accept employment on the terms and conditions

Mentioned in the above letter. I shall be reporting for duty on 19th Feb 2018

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070





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201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park,
Mahape, Navi Mumbai - 400 710, Tel: +91 22 2778 2070, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

COMPANY PROFILE GEMINI CORPORATION N.V.

Our Founding Chairman Mr. Surendra Borad Patawari believes "We are born, and are fully geared, to make the world a better place to live".

Premier InfoAssists Pvt. Ltd. is a 10 year old company engaged in providing business services to MNCs in Europe and USA. Gemini Corporation N.V., Belgium has been our one of the most prominent associate since inception. They have 24 associate offices across Europe, UK, United States, Canada, China, Vietnam, Brazil, Pakistan, Mexico, UAE and India. They have expanded recently in Japan & Australia and have plans to expand further in South & North America, South Africa, Mauritius and New Zealand.

Gemini's Chairman and CEO, Mr. Surendra Borad Patawari, is also the Chairman of the Plastic Committee at the Bureau of International Recycling, the world's largest forum for stakeholders of the recycling community. He has been selected for the prestigious ICAI Award 2015 under "CA Global Achiever".

About Gemini Corporation:

- Founded in 1989
- Group turnover is about USD 520 million and growing at a good pace every year.
- Having a worldwide team of more than 200 professionals in Gemini and its associate offices.
- Over the years Gemini has extended its operations from that of Recyclable Plastic, Recyclable Steel and Wood to that of Recyclable Rubber, Stock lot Paper, Oleo and Agricultural products.
- Exporting over 50,000 TEU (Twenty-Foot Equivalent Unit - Containers) per annum to more than 50 countries.
- Market share of 22.97% in the total export of Plastic Scrap from Belgium.
- Gemini's Environment of Management System is ISO 14001:2004 Certified.

Gemini Awards & Achievements:

- The Belgium Chambers of Commerce has awarded Gemini with Excellent Enterprise in 2012.
- Advisor to European Union on policy matters related to recycling.
- Dun & Bradstreet credit rating: 2A1 (D-U-N-S number is 37-292-6378) since 2006.
- Among top 3 Nominee for "Best Shipper of the Year" in Europe at OTM Awards 2015.



Corporate Social responsibility is not only a practice but a tradition in the Gemini group.

- Planted and maintaining about 1 lac trees in Thar Desert of Rajasthan.
- Two schools functional in Rajasthan for more than 15 years, providing free Education, books and uniforms to about 500 students.
- Adopted 8 villages in Rajasthan since a decade providing free-of-cost consultation and medication, benefitting about 300 patients a day.
- Sponsoring, organizing and promoting various cultural events every year for more than a decade.
- Initiated "Clean It All" Mission in 2015 to make Momasar village in Rajasthan the cleanest village in India.

With Gemini's phenomenal growth in the recent years, we have seen an increasing demand for young & talented executives at all levels in our organization.

Branch Office: Plot # 47-50, Bhakrasni Road, Pali Highway, Jodhpur - 342013, RJ - INDIA
Tel: +91 291 665 1200, Fax: +91 291 272 4178,





Premier InfoAssists Pvt. Ltd.

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 Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
 CIN: U72200MH2007P1C175593

12th February 2018

Compensation & Benefits

| | | |
|--------------------------------------------|-------------------------|----------------------------|
| Name | Mr. Yogesh Duggar | |
| Designation: | Management Trainee | |
| Location | Jodhpur, Rajasthan | |
| Compensation Details | Monthly Amount (in Rs.) | Annualized Amount (in Rs.) |
| Basic Salary | 20,000 | 2,40,000 |
| Special Allowance | 1,038 | 12,456 |
| Monthly Gross | 21,038 | |
| Ex-Gratia Annual Bonus including Incentive | - | 22,000 |
| Retirals* | | |
| Gratuity | 962 | 11,544 |
| Medical Insurance | | |
| | | 15,000 |
| TOTAL ANNUAL CTC (in Rs.) | | 3,01,000 |

- HRA : Could be maximized to 50% of basic in metro and 40% in non metro.
- Pf/TDS : Will be deducted, if applicable.
- Medical/aim : You will be covered under Medical/aim Policy upon completion of Probation Period.
- Gratuity* : Gratuity will be paid on accrued basis at time of relieving from our company.
- Bonus* : You will be entitled for a bonus of upon successful completion of 1 year in the organization. This will be payable on forth coming Diwali after completion of the first year. However in case you are not able to complete 1 year in the organization you will not be entitled for this bonus.

For PREMIER INFO ASSISTS PVT. LTD.

Dr. Rakesh
 Authorised Signatory

MANAGER HUMAN RESOURCES / SIGNING AUTHORITY
 Date: 14-02-2018

Yogesh Duggar

PERSONAL & CONFIDENTIAL

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape, Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070





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Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

OFFER LETTER

Ms. Darshana Ranka D/O Mr. Meghraj Ranka
Ranka Chopra Mohalla, New lane Gangasahar,
Bikaner, Rajasthan - 334001
Mobile # +91 08387093567

12th February 2018

Dear Ms. Ranka

Congratulations on your appointment! We welcome you to Premier - *An innovation led company*, wishing you a long and meaningful career with us.

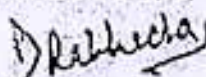
COMPENSATION & BENEFITS: The detailed breakup of your Compensation and Other company benefits applicable to you is enclosed.

- 1. DESIGNATION & FUNCTION:** You will be designated as Management Trainee.
- 2. LOCATION & DATE OF JOINING:** You will be based at Jodhpur, Rajasthan. You will be required to join as early as possible, however not later than 19th February 2018. If you do not join your duty on the said date, this offer letter shall be treated as cancelled, unless the extension of the said date for joining duty is granted by us in writing.
- 3. PROBATION PERIOD:** You will be on probation for a period of 90 days from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed else it may be extended to another 90 days.
- 4. PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable for removal from service without any notice.
- 5. NOTICE PERIOD:** During the probation period you can be terminated upon 1 day notice. This contract of employment is terminable by either party by giving two months (60 days) notice on confirmation. Either party is not bound to give any reason thereof.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining. This offer of employment is conditional to the satisfactory completion of all regulatory / background checks as well as medical / Health checkup. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Premier and wish you a long and a fulfilling career with us.
For PREMIER INFO ASSISTIS PVT. LTD.

Yours truly,


Authorized Signatory



NAME _____
HR MANAGER - OPERATIONS / SIGNING AUTHORITY

I,Darshana Ranka..... agree to accept employment on the terms and conditions mentioned in the above letter. I shall be reporting for duty on19th February 2018.....



Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur - 342013, Rajasthan - INDIA
Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

12th February 201

Compensation & Benefits

| | | |
|--------------------------------------------|-------------------------|----------------------------|
| Name | Ms. Darshana Ranka | |
| Designation: | Management Trainee | |
| Location | Jodhpur, Rajasthan | |
| Compensation Details | Monthly Amount (in Rs.) | Annualized Amount (in Rs.) |
| Basic Salary | 20,000 | 2,40,000 |
| Special Allowance | 1,038 | 12,456 |
| | 21,038 | |
| Ex-Gratia Annual Bonus Including Incentive | | 22,000 |
| Gratuity: | 962 | 11,544 |
| | | 15,000 |
| TOTAL ANNUAL CTC (in Rs.) | | 3,01,000 |

HRA : Could be maximized to 50% of basic in metro and 40% in non metro.

PF/TDS : Will be deducted, if applicable.

Mediclam : You will be covered under Mediclaim Policy upon completion of Probation Period.

Gratuity* : Gratuity will be paid on accrued basis at time of relieving from our company.

Bonus* : You will be entitled for a bonus of upon successful completion of 1 year in the organization. This will be payable on forth coming Diwali after completion of the first year. However in case you are not able to complete 1 year in the organization you will not be entitled for this bonus.

For PREMIER INFO ASSISTS PVT. LTD.

Darshana Ranka
Authorised Signatory

MANAGER HUMAN RESOURCES / SIGNING AUTHORITY

Date: _____



PERSONAL & CONFIDENTIAL



Premier InfoAssists Pvt. Ltd.

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Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

OFFER LETTER

Mr. Ajit Bhura S/O Mr. Rajendra Bhura
Gharshishar Road, Siva Basti, Gangasahar,
Bikaner, Rajasthan - 334001
Mobile # +91 09782342790

12th February 2018

Dear Mr. Bhura

Congratulations on your appointment! We welcome you to Premier – An innovation led company, wishing you a long and meaningful career with us.

COMPENSATION & BENEFITS: The detailed breakup of your Compensation and Other company benefits applicable to you is enclosed.

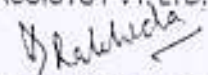
- DESIGNATION & FUNCTION:** You will be designated as Management Trainee.
- LOCATION & DATE OF JOINING:** You will be based at Mumbai, Maharashtra. You will be required to join as early as possible, however not later than 19th February 2018. If you do not join your duty on the said date, this offer letter shall be treated as cancelled, unless the extension of the said date for joining duty is granted by us in writing.
- PROBATION PERIOD:** You will be on probation for a period of 90 days from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed else it may be extended to another 90 days.
- PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable for removal from service without any notice.
- NOTICE PERIOD:** During the probation period you can be terminated upon 1 day notice. This contract of employment is terminable by either party by giving two month (60 days) notice on confirmation. Either party is not bound to give any reason thereof.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all regulatory / background checks and medical / Health checkup. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Premier and wish you a long and a fulfilling career with us.

Yours truly,
For PREMIER INFO ASSISTS PVT. LTD.


Authorised Signatory

NAME _____
HR MANAGER – OPERATIONS / SIGNING AUTHORITY

Iagree to accept employment on the terms and conditions
Mentioned in the above letter. I shall be reporting for duty on



R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070



Premier InfoAssists Pvt. Ltd.

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Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

12th February 2018

Compensation & Benefits

| | | |
|--------------------------------------------|-------------------------|----------------------------|
| Name | Mr. Ajit Bhura | |
| Designation: | Management Trainee | |
| Location | Mumbai, Maharashtra | |
| Compensation Details | Monthly Amount (in Rs.) | Annualized Amount (in Rs.) |
| Basic Salary | 20,000 | 2,40,000 |
| Special Allowance | 1,038 | 12,456 |
| Monthly Gross | 21,038 | |
| Ex-Gratia Annual Bonus Including Incentive | - | 22,000 |
| Retirals* | | |
| Gratuity | 962 | 11,544 |
| Medical Insurance | | |
| | | 15,000 |
| TOTAL ANNUAL CTC (in Rs.) | | 3,01,000 |

HRA : Could be maximized to 50% of basic in metro and 40% in non metro.

PF/TDS : Will be deducted, if applicable.

Mediclaim : You will be covered under Mediclaim Policy upon completion of Probation Period.

Gratuity* : Gratuity will be paid on accrued basis at time of relieving from our company.

Bonus* : You will be entitled for a bonus of upon successful completion of 1 year in the organization.
This will be payable on forth coming Diwali after completion of the first year. However in case you are not able to complete 1 year in the organization you will not be entitled for this bonus.

For PREMIER INFO ASSISTS PVT. LTD.


Authorized Signatory

MANAGER HUMAN RESOURCES / SIGNING AUTHORITY

Date: _____



PERSONAL & CONFIDENTIAL

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070



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Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

OFFER LETTER

Ms. Priyanka Baid D/O Mr. Narendra Baid
C/O Vijay Singh Baid, Rani Bazar, Near Bhanwar Enclave,
Bikaner, Rajasthan - 334001
Mobile # +91 08385091238

12th February 2018

Dear Ms. Baid

Congratulations on your appointment! We welcome you to Premier - *An innovation led company*, wishing you a long and meaningful career with us.

COMPENSATION & BENEFITS: The detailed breakup of your Compensation and Other company benefits applicable to you is enclosed.

- DESIGNATION & FUNCTION:** You will be designated as **Management Trainee**.
- LOCATION & DATE OF JOINING:** You will be based at **Jodhpur, Rajasthan**. You will be required to join as early as possible, however not later than **19th February 2018**. If you do not join your duty on the said date, this offer letter shall be treated as cancelled, unless the extension of the said date for joining duty is granted by us in writing.
- PROBATION PERIOD:** You will be on probation for a period of 90 days from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed else it may be extended to another 90 days.
- PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable for removal from service without any notice.
- NOTICE PERIOD:** During the probation period you can be terminated upon 1 day notice. This contract of employment is terminable by either party by giving two month (60 days) notice on confirmation. Either party is not bound to give any reason thereof.

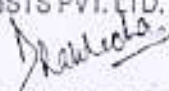
This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all regulatory / background checks and medical / Health checkup. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Premier and wish you a long and a fulfilling career with us.

Yours truly,

For PREMIER INFO ASSISTS PVT. LTD.


Authorised Signatory

NAME _____
HR MANAGER – OPERATIONS / SIGNING AUTHORITY



Iagree to accept employment on the terms and conditions

Mentioned in the above letter. I shall be reporting for duty on

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Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070





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Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

12th February 2018

Compensation & Benefits

| | | |
|--------------------------------------------|-------------------------|----------------------------|
| Name | Ms. Priyanka Baid | |
| Designation: | Management Trainee | |
| Location | Jodhpur, Rajasthan | |
| Compensation Details | Monthly Amount (in Rs.) | Annualized Amount (in Rs.) |
| Basic Salary | 20,000 | 2,40,000 |
| Special Allowance | 1,038 | 12,456 |
| Monthly Gross | 21,038 | |
| Ex-Gratia Annual Bonus Including Incentive | | 22,000 |
| Retirals* | | |
| Gratuity | 962 | 11,544 |
| Medical Insurance | | |
| | | 15,000 |
| TOTAL ANNUAL CTC (in Rs.) | | 3,01,000 |

HRA : Could be maximized to 50% of basic in metro and 40% in non metro.

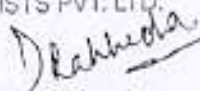
PF/TDS : Will be deducted, if applicable.

Mediclain : You will be covered under Mediclain Policy upon completion of Probation Period.

Gratuity* : Gratuity will be paid on accrued basis at time of relieving from our company.

Bonus* : You will be entitled for a bonus of upon successful completion of 1 year in the organization. This will be payable on forth coming Diwali after completion of the first year. However in case you are not able to complete 1 year in the organization you will not be entitled for this bonus.

For PREMIER INFOASSISTS PVT. LTD.


Authorised Signatory



MANAGER HUMAN RESOURCES / SIGNING AUTHORITY

Date _____

PERSONAL & CONFIDENTIAL

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070





Ajit Bhura <ajit.bhura2016@rnbglobal.ac.in>

Career Opportunity with Premier Infoassist Pvt Ltd!!!

2 messages

Neha Roy <neha.roy@premierinfo.biz>
 To: ajit.bhura2016@rnbglobal.ac.in
 Cc: Sushil Bafana <bafana.sushil@premierinfo.biz>

7 February 2018 at 13:54

Dear Ajit,

Your CV has been shortlisted for the next round, please fill up the candidate profiling form attached.

Kindly go through our company url:-
<https://www.geminicorp.be/> (*Parent Company)

*Please Note: Premier Info assist Pvt Ltd is a outsourced partner of Gemini Corp.

--
 Thanks & Regards,

Neha Roy

AM - Human Resources

Premier InfoAssists Pvt. Ltd.
 201-204, Building No. 5, Sector-3, Near Ramada Hotel,
 Millennium Business Park, Mahape, Navi Mumbai-400701 (India)
 Phone: + 91 - 22 - 27782070, Extn -1449
 Email: neha.roy@premierinfo.biz

3 attachments

- Candidate Profiling Form.xls
44K
- Company Profile - Gemini Corporation N.V. (1).pdf
294K
- Gemini - Profile (1).pdf
4944K



Ajit Bhura <ajit.bhura2016@rnbglobal.ac.in>
 To: Neha Roy <neha.roy@premierinfo.biz>

7 February 2018 at 21:02

Respected Mam

Please find my attachment
 [Quoted text hidden]

- Candidate Profiling Form (1).xls
41K



Date: 5th February 2018
Ref No: QD/ JPR/2017-18/ OL/1462

To,
Mr Zeshan Mirza

Subject : Offer Letter

This has reference to your application and the subsequent interviews you had with us. We are pleased to make you an offer for the position of "Sales Consultant" at Bikaner location. You will be given a Letter of Appointment on joining.

Attached is a copy giving details of your salary package. (Refer Annexure A)

Your appointment is subject to:

1. You're joining the services of the company on or before 6th February 2018.
2. Your written acceptance of the offer letter.
3. The verification of your testimonials.
4. Us receiving satisfactory reports from your references.
5. You are found medically fit for the job.
6. Copy of police verification certificate.

You will be on probation for a period of 6 months from the date of joining and this can be extended for a further period at the Company's discretion.

During probation & confirmation 30 days of Notice period needs to be served before leaving organisation. Any sort of available leaves will not be adjusted against the notice period. Learning and Development cost of Rs. 50,000/- will be charged, in case you decide to leave the organization before 6 Months

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For QDegrees Services Pvt. Ltd.

Divyanka Bansal
Executive H.R.

I have read and accept the terms and conditions:

Date of Joining : _____ Signature : _____

Date : _____



| | | |
|----------------------------------|------------------|--------|
| Name: | Zexan Mirza | |
| Function: | Field Operations | |
| Location: | Jaipur | |
| Designation: | Sales Consultant | |
| Compensation Break up: | Monthly | Annual |
| Basic | 5608 | 67296 |
| HRA | 2804 | 33648 |
| Conveyance | 800 | 9600 |
| Special Allowance | 5451 | 65412 |
| Lunch allowance | 1350 | 16200 |
| Gross | 16023 | 192276 |
| Deductions | | |
| PF - Employee Contributions | 673 | 8076 |
| ESI - Employee Contribution | 161 | 1932 |
| Total Deductions | 834 | 10008 |
| Employers Contribution | | |
| PF - Employer Contributions | 738 | 8856 |
| ESI - Employer Contributions | 438 | 5256 |
| Total | 1176 | 14112 |
| CTC A | 17199 | 206388 |
| Performance Bonus (Variable Pay) | 801 | 9614 |
| Total CTC | 18000 | 216002 |
| Take Home | 15189 | 182268 |

| Ratings | Meaning | Bonus % | Bonus Amount | Total CTC |
|---------|------------------|---------|--------------|-----------|
| OS | Outstanding | 125% | 12017 | 218405 |
| VG | Very Good | 110% | 10575 | 216963 |
| G | Good | 100% | 9614 | 216002 |
| ME | Meet Expectation | 50% | 4807 | 211195 |
| NI | Need Improvement | 0 | 0 | 206388 |

Performance Bonus is an annual Pay-out and will be paid only if you are active into the system at the time of Pay-out, not serving the notice period.

For QDegrees Services Pvt. Ltd.

Divyanka Bansal
Executive H.R.

I have read and accept the terms and conditions:

Date of Joining : _____ Signature : _____

Date : _____





Ref No. C-108083

29-January-2018

Apeksha Modi

C-73A, Sadul Ganj, Bikaner, Rajasthan,

Pin Code- 334001

Dear Apeksha,

Sub : Offer letter for the position of Executive - Sales - Relationship Manager

This has reference to your application and subsequent interview you had with us, we are pleased to offer you the position of Executive. Your CTC would be Rs.180,000 000/- p.a. For CTC breakup and additional benefits, please go through the Annexure 1, attached herewith.

As discussed you shall join duty on or before 31/01/2018 failing which this letter will be treated as cancelled. 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. Declaration - Prohibition of Insider Trading Regulation
9. Pan Card Copy
10. Address Proof
11. HDFC Bank Account opening form/Existing HDFC Bank Account No.

You shall be on probation for a period of Six months and your services would be confirmed based on your performance.

You are required to bring all the above documents on your date of joining; If any of the mandatory documents such as Pan card in the case where acknowledgment is submitted and relieving letter needs to be submitted within 30days from the date of joining, in the event the documents are not submitted within 30 days of joining Angel Broking reserves to take disciplinary action which inter alia include holding of salary and subsequently termination from service without notice.

On your joining date, please meet

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.





Cessation of Employment

Except as provided otherwise in this letter, your employment may be terminated at any time by either party without assigning any reason, by giving the minimum notice as per the policy. However if your employment is terminated by the company without any sufficient notice, you shall be paid, fixed compensation due in lieu of notice or insufficient notice.

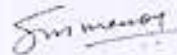
Notwithstanding the above, in case there is any breach of the clause of this appointment by you or you found to have committed an act of misconduct, or your performance is not upto the mark or satisfactory, your services may be terminated with immediate effect. In such event, it would not be necessary for the company to give you any notice whatsoever.

The company may at its discretion, require you to serve the entire notice period or may agree for shorter notice period subject to your paying the pay in lieu of notice period.

Notice pay (salary in lieu of notice) as payable either by the company or by the employee, shall be calculated on the basis of fixed compensation as applicable

Thank you

for Angel Broking Private Limited



Authorised Signatory

I hereby accept the above offer, _____

Candidate's Signature & Date





COMPENSATION STRUCTURE-Annexure 1

| | |
|-----------------|--------------|
| Name | Apeksha Modi |
| Designation | Executive |
| Date of Joining | 01/31/2018 |
| Grade | M14 |

| Salary Component | Amount per month (INR) | Amount per annum (INR) | Details |
|-----------------------------------------|------------------------|------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| Basic | 5,726 | 68,712 | 38.17% or 40% of Fixed Compensation if PF is opted or not opted respectively and is paid monthly, taxable as per IT Act |
| HRA | 2,863 | 34,356 | 50% of Basic Component, is paid monthly, non taxable subject to submission of rent receipt & as per IT Act |
| Conveyance | 1,600 | 19,200 | Fixed amount of Rs.1600 is paid monthly, non taxable up to Rs. 19,200 p.a. |
| Medical Reimbursement | 1,250 | 15,000 | Fixed amount of Rs.1250 is paid monthly, non taxable up to Rs. 15,000 p.a. subject to submission of medical bills & as per IT Act |
| Statutory Bonus | 583 | 7,000 | Statutory Bonus as per Payment of Bonus Act. |
| Other Allowance | 2,063 | 24,756 | Paid monthly, non taxable subject to submission of proof of expense & as per IT Act |
| Gross Monthly Salary (A) | 14,085 | 169,020 | |
| Retiral Benefits | | | |
| Provident Fund Employer's Contribution | 687 | 8,244 | Employer's contribution @12% of Basic Salary |
| Total Retiral (B) | 687 | 8,244 | |
| Annual Guaranteed Pay (A+B) | 14,772 | 177,264 | |
| Other Benefits | | | |
| Corporate Group Mediciclaim | 192 | 2,304 | Mediciclaim Benefits provided to Family consists of Self, Spouse and 2 children |
| Corporate Group Term Insurance | 36 | 432 | Term Insurance benefit for Self to provide security in uncertain event |
| Total Other Benefits (C) | 228 | 2,736 | |
| Total Fixed Compensation (A+B+C) | 15,000 | 180,000 | |

* Gratuity is payable as per the Gratuity Payment Act, 1972.

* ESIC will be deducted as per Employee State Insurance Act.





To,

Ms. Ajoshweta Periwal

24th January, 2018

Subject: Pre-Placement Offer Letter

Dear Ajoshweta ,

Further to the interview and discussions you have had with us, we are pleased to send you a Pre-Placement Offer for the position of Management Trainee.

The compensation break-up shall be as follows:

Total Offer: INR 3.1Lacs per annum +Variable Pay (Performance Based Incentives). The detailed annexure of the same would be included in the Appointment Letter.

You will be required to join on or before 1st February 2018, unless the date is extended and communicated to you in writing.

Best Regards

Team HR

ICE Creative Excellence Pvt. Ltd



2/13/2018

RNB Global University Mail - Linkruit : Nexus Of Ambitions



HR@linkruit.com | Contact: hr@linkruit.com

Linkruit : Nexus Of Ambitions

hr@linkruit.com | Contact: hr@linkruit.com
www.linkruit.com

Tue, Jul 16, 2018 at 12:19 PM

Executive & Board Search, HR Solutions, Psychometric Testing & Assessment, Training & Certification

Dear Mr. Regime,

Greeting from Linkruit!

It'd like to introduce you to, LINKRUIT, an amalgamation of experienced advisors and consultants, catering to the global need of human intelligence. We shoulder the responsibility of picking out brilliant people from a pool of assumed talents, who would contribute to fulfilling organization goals and blend into their cultures. We help place sharp and experienced people in order to top managerial cadres, including the ones holding premier responsibility. Having said that, we also help organizations with their resource training and HR assistance needs.

Linkruit is more than just a traditional recruitment consulting firm. Apart from hunting and screening candidates for our clients, we also provide in negotiating and closing the deal deals while keeping in mind, the expectations and aspirations of both the employee and the employer. More importantly, we also provide demographic counseling and relocation support.

Services We Offer :

- **Executive and Board Search** - We provide end to end search and recruitment solutions for all senior level executive jobs (CXOs, Director, VP level).
- **Personnel Placement** - We work with client organizations in filling operational professional positions like lower & higher middle level, which form the core running strength of the organization.
- **Talent Recruitment** - We involve ourselves in Mass talent search solutions to address massive expansions, new project implementation, new ventures etc.
- **Startup Hiring** - Tailor made recruitment services to strengthen the foundation of promising startups.
- **Training & Certification** - For Human Resource aspirants, we provide extensive training & development programs which give them a practical insight of the industry hence producing work-ready professionals.
- **Psychometric Test Analysis** - We offer numerical and verbal psychometric reasoning tests to companies who are looking to compare their potential candidates. We deliver simple and quite affordable psychometric testing solutions for every business. All tests are standardized and well-accepted all over.
- **Reference Check** - Linkruit's professional reference check goes beyond what is listed on their resume. Our reference check helps companies gain an additional level of information on their candidate and provides them greater insight into their candidate's work ethics and abilities.
- **Visa Assistance & Travel Services** - Our well experienced and professional team will assist you with all your visa/documentation inquiries and as well as any other travel-related issues.

Being a Recruiter is not Easy!

Working in the recruitment sector is no child's play. That is, hiring the right people for organizations require more than just sifting through resumes. However, when you work with right people, the journey becomes an experience & worth undertaking. The Linkruit team has been built with passion and our aim is to become a company that people love working with. Hiring a people-centric culture, Linkruit has a personality that will match yours.

Recruitment Traits - Kindly refer the article in the given link to understand about the Recruiter traits. <https://medium.com/linkruit/15-qualities-great-recruiter-must-have>

What We Offer:

Flexible Work Environment

We don't just say, but mean it too. Work on projects that are of interest to you and utilize your skills to the fullest. Linkruit understands how organizations work in 21st century. No more heavy work culture, become a part of a self-managing team.

Everyone is Equal

Whether you are senior, a senior employee or have just started your recruitment career with us, you will be treated as an equal. Everyone has a special role to play in Linkruit and we respect that.

Dynamic Team

The Linkruit team comprises of people with rich experience and diverse background allowing you to expand your horizon and improve knowledge. You will grow as our team grows. That's a promise!

Feel At Home

It's common for people to leave an organization after a couple of years. However, with Linkruit this won't be the case. We make it very hard for you to leave us. Working with Linkruit will give you growth, challenges, opportunities & above all comfort.

Position Offered : Talent Search & Client Acquisition specialist

Job Description:

- Sourcing / Screening, Coordinating Interviews as per the requirements.
- Determine applicant requirements by studying job description and job qualifications.
- Determine applicant qualifications by interviewing applicants, analyzing responses, verifying references, comparing qualifications to job requirements.
- Evaluate applicants by discussing job requirements and applicant qualifications with managers, interviewing applicants on consistent set of qualifications.
- Head-hunting - Identifying and approaching suitable candidates.
- Forwarding resumes and correspondence to forward to clients in respect of suitable applicants.
- Negotiating pay and salary rates and finalizing arrangements between client and candidates.
- Offering advice to both clients and candidates on pay rates, training and career progression.
- Involved in tasks related to HR Operations.
- Expand and enhance business relationship with customers and contribute to enhanced sales performance, profitability, customer satisfaction and market share.
- Coordinate meetings, calls and communications between management and clients.
- Developing and negotiating contracts; integrating contract requirements with business operations.
- Develop new marketing strategies to capture market channels with new clients.
- Brought new processes to firm for its growth, using various marketing strategies and communication skills in order to brand the firm in the market and attract new clients.
- Maintaining excellent relations with clients to generate revenues for additional business.

Skills Required:

- Excellent communication and customer service skills.
- Good sales and negotiation skills.
- A confident and positive attitude.
- The ability to work under pressure.
- A professional manner.
- Good organizational and administrative skills.

Salary : 1.54 LPA (Net Salary) + Quarterly Incentives (Based on performance)

Benefits :

- Opportunity to work with Growing Organization and work for International/ Domestic/ Varying Clients.
- Equality: Everyone has special role to play in Linkruit and we respect that.
- Dynamic Team: Our Team comprises of people with rich experience and diverse background allowing you to expand your horizon and improve knowledge. You will Grow as our Team Grows.



2/13/2018

RNB Global University Mail - Linkruit : Nexus Of Ambitions

- Paid at Home: Working with Linkruit will give you Growth, Challenges, opportunities and above all comfort.
- Become a part of our managing Team
- Net Salary/No Deductions Except Professional Tax Rs.200
- Quarterly Incentives
- Sixth Month Increment
- 1st and 4th Saturday Off
- Paid Leaves

Location: Anantnag, Jammu

Timing: 9:30-5:30 PM (Monday to Friday)

9:30-4:30 PM (2nd,3rd & 6th Salary)

Office Address: 1105, Saha Palace, Concrete Road, Pahalwanpura, Anantnag

Further for any assistance feel free to communicate

info@linkruit.com

LINKRUIT
NEXUS OF AMBITIONS

STRONGER THAN EVER

SALESMANSHIP

RIGHT EMPLOYEES

CUSTOMER FIRST

SACRIFICE

RISK

EXPECTATIONS & FINANCIAL PRESSURE

CRITICISM

SCRATCH

GLORIOUS YEARS

www.linkruit.com

Follow us on LinkedIn at <https://www.linkedin.com/company/linkruit>

Like us on Facebook at <https://www.facebook.com/linkruit>

Regards,

Kiran Jaisiah

HR Business Partner

+91-9227912287

www.linkruit.com

"Nexus of Ambitions"

Standard | Manual | Daily | Major

Linkruit Brochure.pdf

8/26



OFFER LETTER

Date: 15/01/2018

Name: Sourabh Jain

We are pleased to offer you the position of Assistant Sales Manager in our organization. Following are the detailed conditions of your employment.

1. **Workplace Induction & Training:**

Induction to the position, the workplace environment and workplace procedures and policies will be provided.

Duration: 3-4 Days

Induction Location: Pune

2. **Job Location: PUNE**

After completion of induction & training you are required to commence work immediately at the given job location. Hence, you are required to bring along the mandatory documents/items at the time of Induction and Training itself.

(*Job location mentioned is not permanent and may vary at any given period according to the market scenario.)

(*Refer to serial no. 6 for List of Mandatory documents/items)

3. **Probation:**

You will be on probation for a period of 3 months respectively with the following fixed remuneration:

1st Month: Rs. 10,000/-

2nd Month: Rs. 15,000/-

3rd Month: Rs. 20,000/-

4. **Salary:**

Your Salary will be 3.60 lacs (2.4 LPA fixed + Variable) annually, paid in accordance with the organization's payroll procedures, which will commence from the 4th Month that is after the completion of Probation period.



Address:

11th Floor, Citadel, Palace Orchard, Undri, Pune - 411060
Ph: 020 26835443

OFFER LETTER

Date: 15/01/2018

Name: Amar Singh

We are pleased to offer you the position of Assistant Sales Manager in our organization. Following are the detailed conditions of your employment.

1. Workplace Induction & Training:

Induction to the position, the workplace environment and workplace procedures and policies will be provided.

Duration: 3-4 Days

Induction Location: Pune

2. Job Location: PUNE

After completion of induction & training you are required to commence work immediately at the given job location. Hence, you are required to bring along the mandatory documents/items at the time of Induction and Training itself.

(*Job location mentioned is not permanent and may vary at any given period according to the market scenario.)

(*Refer to serial no. 6 for List of Mandatory documents/items)

3. Probation:

You will be on probation for a period of 3 months respectively with the following fixed remuneration:

1st Month: Rs. 10,000/-

2nd Month: Rs. 15,000/-

3rd Month: Rs. 20,000/-

4. Salary:

Your Salary will be 3.60 lacs (2.4 LPA fixed + Variable) annually, paid in accordance with the organization's payroll procedures, which will commence from the 4th Month that is after the completion of Probation period.



Address:

IIIrd Floor, Citadel, Palace Orchard, Undri, Pune – 411060

Ph: 020 26835443

5. Target:

The target for each month will be communicated at the time of Induction and Training which will be linked to your salary.

6. List of Mandatory documents/items:

- a. Recent photographs – 2 Passport Size
- b. Aadhar Card
- c. Pan Card
- d. Laptop
- e. Smart phone- Android or iOS only.
- f. Bike (at the job location only)
- g. Valid Driving License copy
- h. Helmet (at the job location only)
- i. Vehicle registration copy
- j. PUC copy
- k. Character certificate from Training and Placement Department of your institution
(*Note: if the mandatory items are not carried at the time of training/ job location, the employee will not be entertained)

7. An amount of Rs. 1000/- to be paid at the time of Training as a security, which will be refunded in the third months' salary.

8. Formal appointment letter will be issued after the acceptance of this offer letter within a week of joining.

Please return the duplicate copy of this letter, duly signed on the email id that is hr@appealgroup.in in token of your acceptance.

Should you have any questions regarding this offer, please feel free to contact us.

For Appeal Qualiserve

Employee Name:

Signature:



Sangvika Rajvanshi
HR and Business Coordinator



Address:

IIIrd Floor, Citadel, Palace Orchard, Undri, Pune – 411060
Ph: 020 26835443

OFFER LETTER

Date: 15/01/2018

Name: Arju Khan

We are pleased to offer you the position of Assistant Sales Manager in our organization. Following are the detailed conditions of your employment.

1. Workplace Induction & Training:

Induction to the position, the workplace environment and workplace procedures and policies will be provided.

Duration: 3-4 Days

Induction Location: Pune

2. Job Location: PUNE

After completion of induction & training you are required to commence work immediately at the given job location. Hence, you are required to bring along the mandatory documents/items at the time of Induction and Training itself.

(*Job location mentioned is not permanent and may vary at any given period according to the market scenario.)

(*Refer to serial no. 6 for List of Mandatory documents/items)

3. Probation:

You will be on probation for a period of 3 months respectively with the following fixed remuneration:

1st Month: Rs. 10,000/-

2nd Month: Rs. 15,000/-

3rd Month: Rs. 20,000/-

4. Salary:

Your Salary will be 3.60 lacs (2.4 LPA fixed + Variable) annually, paid in accordance with the organization's payroll procedures, which will commence from the 4th Month that is after the completion of Probation period.



Address:

IIIrd Floor, Citadel, Palace Orchard, Undri, Pune – 411060

Ph: 020 26835443

5. Target:

The target for each month will be communicated at the time of Induction and Training which will be linked to your salary.

6. List of Mandatory documents/items:

- a. Recent photographs – 2 Passport Size
- b. Aadhar Card
- c. Pan Card
- d. Laptop
- e. Smart phone- Android or iOS only.
- f. Bike (at the job location only)
- g. Valid Driving License copy
- h. Helmet (at the job location only)
- i. Vehicle registration copy
- j. PUC copy
- k. Character certificate from Training and Placement Department of your institution
(*Note: if the mandatory items are not carried at the time of training/ job location, the employee will not be entertained)

7. An amount of Rs. 1000/- to be paid at the time of Training as a security, which will be refunded in the third months' salary.

8. Formal appointment letter will be issued after the acceptance of this offer letter within a week of joining.

Please return the duplicate copy of this letter, duly signed on the email id that is hr@appealgroup.in in token of your acceptance.

Should you have any questions regarding this offer, please feel free to contact us.

For Appeal Qualiserve

Employee Name:
Signature:




Sangvika Rajvanshi
HR and Business Coordinator



Address:

11rd Floor, Citadel, Palace Orchard, Undri, Pune – 411060
Ph: 020 26835443

OFFER LETTER

Date: 15/01/2018

Name: Salony Joshi

We are pleased to offer you the position of Assistant Sales Manager in our organization. Following are the detailed conditions of your employment.

1. Workplace Induction & Training:

Induction to the position, the workplace environment and workplace procedures and policies will be provided.

Duration: 3-4 Days

Induction Location: Pune

2. Job Location: PUNE

After completion of induction & training you are required to commence work immediately at the given job location. Hence, you are required to bring along the mandatory documents/items at the time of Induction and Training itself.

(*Job location mentioned is not permanent and may vary at any given period according to the market scenario.)

(*Refer to serial no. 6 for List of Mandatory documents/items)

3. Probation:

You will be on probation for a period of 3 months respectively with the following fixed remuneration:

1st Month: Rs. 10,000/-

2nd Month: Rs. 15,000/-

3rd Month: Rs. 20,000/-

4. Salary:

Your Salary will be 3.60 lacs (2.4 LPA fixed + Variable) annually, paid in accordance with the organization's payroll procedures, which will commence from the 4th Month that is after the completion of Probation period.



Address:

IIIrd Floor, Citadel, Palace Orchard, Undri, Pune – 411060

Ph: 020 26835443

5. Target:

The target for each month will be communicated at the time of Induction and Training which will be linked to your salary.

6. List of Mandatory documents/items:

- a. Recent photographs – 2 Passport Size
- b. Aadhar Card
- c. Pan Card
- d. Laptop
- e. Smart phone- Android or iOS only.
- f. Bike (at the job location only)
- g. Valid Driving License copy
- h. Helmet (at the job location only)
- i. Vehicle registration copy
- j. PUC copy
- k. Character certificate from Training and Placement Department of your institution
(*Note: if the mandatory items are not carried at the time of training/ job location, the employee will not be entertained)

7. An amount of Rs. 1000/- to be paid at the time of Training as a security, which will be refunded in the third months' salary.

8. Formal appointment letter will be issued after the acceptance of this offer letter within a week of joining.

Please return the duplicate copy of this letter, duly signed on the email id that is hr@appealgroup.in in token of your acceptance.

Should you have any questions regarding this offer, please feel free to contact us.

For Appeal Qualiserve

Employee Name:

Signature:




Sangvika Rajvanshi
HR and Business Coordinator




Address:

IIIrd Floor, Citadel, Palace Orchard, Undri, Pune – 411060
Ph: 020 26835443

OFFER LETTER

Date: 15/01/2018

Name: Rochak Goswami

We are pleased to offer you the position of Assistant Sales Manager in our organization. Following are the detailed conditions of your employment.

1. Workplace Induction & Training:

Induction to the position, the workplace environment and workplace procedures and policies will be provided.

Duration: 3-4 Days

Induction Location: Pune

2. Job Location: PUNE

After completion of induction & training you are required to commence work immediately at the given job location. Hence, you are required to bring along the mandatory documents/items at the time of Induction and Training itself.

(*Job location mentioned is not permanent and may vary at any given period according to the market scenario.)

(*Refer to serial no. 6 for List of Mandatory documents/items)

3. Probation:

You will be on probation for a period of 3 months respectively with the following fixed remuneration:

1st Month: Rs. 10,000/-

2nd Month: Rs. 15,000/-

3rd Month: Rs. 20,000/-

4. Salary:

Your Salary will be 3.60 lacs (2.4 LPA fixed + Variable) annually, paid in accordance with the organization's payroll procedures, which will commence from the 4th Month that is after the completion of Probation period.

Address:

11th Floor, Citadel, Palace Orchard, Undri, Pune – 411060
Ph: 020 26835443



5. Target:

The target for each month will be communicated at the time of Induction and Training which will be linked to your salary.

6. List of Mandatory documents/items:

- a. Recent photographs – 2 Passport Size
 - b. Aadhar Card
 - c. Pan Card
 - d. Laptop
 - e. Smart phone- Android or iOS only.
 - f. Bike (at the job location only)
 - g. Valid Driving License copy
 - h. Helmet (at the job location only)
 - i. Vehicle registration copy
 - j. PUC copy
 - k. Character certificate from Training and Placement Department of your institution
- (*Note: if the mandatory items are not carried at the time of training/ job location, the employee will not be entertained)

7. An amount of Rs. 1000/- to be paid at the time of Training as a security, which will be refunded in the third months' salary.

8. Formal appointment letter will be issued after the acceptance of this offer letter within a week of joining.

Please return the duplicate copy of this letter, duly signed on the email id that is hr@appealgroup.in in token of your acceptance.

Should you have any questions regarding this offer, please feel free to contact us.

For Appeal Qualiserve

Employee Name:

Signature:




Sangvika Rajvanshi
HR and Business Coordinator



Address:

11rd Floor, Citadel, Palace Orchard, Undri, Pune – 411060
Ph: 020 26835443

Letter of Intent

Dear Mr./Ms. Saurin Sarda

We are delighted to offer you the position of Associate Financial Consultant with our Consulting Division, the place of posting shall be at Indore (M.P). You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent:

Joining date: May 2014

Gross yearly package: 2,53,616/- (INR), Annexure 'A' attached,

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will be deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

During your Probation Period a sum of Rs.3,000/- will be deducted from your salary as retention amount which will be effective from first month. You shall be entitled to receive the retention amount in 13th month of your service only i.e after completion of 1 year in the Company. In case of resignation or termination before 1 year the said amount is liable to be forfeited.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. Your services shall be terminated on the Disciplinary, non performance or non adherence of the rules and policies of the company. EPIC Research shall have the right to terminate your employment, forthwith, without notice or payment of salary.

Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photo copies of following testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

1. 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1copy)
2. ID Proof (AADHAR Card, PAN card, Driving License, Voter ID)- Three copies each
3. Copy of Bank pass book
4. Passport size photographs - Six Nos. (Colored)

For Epic Research (P) Ltd,

People Development Group



With the signature below, I accept this offer for employment

Name

Date



Salary Details for Associate Financial Consultant (AFC)

Annexure 'A'

| | |
|-------------------|--|
| Candidates name: | |
| Position offered: | |
| Joining date: | |

| Fixed Components | Monthly | Annual |
|-------------------------------------------------------|-----------------|-------------------|
| Basic | 7,800 | 93,600 |
| Conveyance | 356 | 4,272 |
| Attendance allowance | 1,000 | 12,000 |
| Variance Components | | |
| Key Performance Indicators | 4,000 | 48,000 |
| Loyalty Bonus | - | 11,000 |
| *Monthly performance incentives (Special Inducements) | - | 72,000* |
| Retirement benefits | | |
| Provident fund (Employer's Contribution) | 1,062 | 12,744 |
| Total CTC | 14,218/- | 2,53,616/- |

Important terms:

- KPI and monthly* performance incentives will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- As per the Corporate policy, for 03 months: 11,218/- will be paid as stipend, later from the 4th month KPI will be the variable component and EPF contribution will be followed.
- Retention amount of Rs. 9000/- will be paid out in 13th month of your service.
- Loyalty bonus will be paid out in the 13th month of your service
- Your salary structure is subject to revision based on notifications received from Labor Department.
- Employee Contribution to PF of Rs 936/- will be deducted from your Gross salary.
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co
- This appointment will be subject to you being found medically fit. (Medical certificate to be provided at the time of joining)
- You are not planning for any higher studies which would force you to quit the job during the Service Agreement of 1 year.
- For any further queries you can reach us at 7869961117.



Accepted By

(Name, Contact number and signature of candidate)



EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 RNT Marg
Indore 452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
Email: info@epicresearch.co
CIN-U74200MP2012PTC028597



Letter of Intent

Dear Mr./Ms. Sachin Jarda,

We are delighted to offer you the position of Associate Financial Consultant with our Consulting Division, the place of posting shall be at Indore (M.P). You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent:

Joining date: May 2017

Gross yearly package: 2,53,616/- (INR), Annexure 'A' attached,

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

During your Probation Period a sum of Rs.3,000/- will be deducted from your salary as retention amount which will be effective from first month. You shall be entitled to receive the retention amount in 13th month of your service only i.e after completion of 1 year in the Company. In case of resignation or termination before 1 year the said amount is liable to be forfeited.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. Your services shall be terminated on the Disciplinary, non performance or non adherence of the rules and policies of the company. EPIC Research shall have the right to terminate your employment, forthwith, without notice or payment of salary.

Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photo copies of following testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

1. 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1copy)
2. ID Proof (AADHAR Card, PAN card, Driving License, Voter ID)- Three copies each
3. Copy of Bank pass book
4. Passport size photographs – Six Nos. (Colored)

For Epic Research (P) Ltd,

People Development Group



With the signature below, I accept this offer for employment

Name _____

Date _____



Salary Details for Associate Financial Consultant (AFC)

Annexure 'A'

| | |
|-------------------|--|
| Candidates name: | |
| Position offered: | |
| Joining date: | |

| Fixed Components | Monthly | Annual |
|-------------------------------------------------------|-----------------|-------------------|
| Basic | 7,800 | 93,600 |
| Conveyance | 356 | 4,272 |
| Attendance allowance | 1,000 | 12,000 |
| Variance Components | | |
| Key Performance Indicators | 4,000 | 48,000 |
| Loyalty Bonus | - | 11,000 |
| *Monthly performance incentives (Special Inducements) | - | 72,000* |
| Retirement benefits | | |
| Provident fund (Employer's Contribution) | 1,062 | 12,744 |
| Total CTC | 14,218/- | 2,53,616/- |

Important terms:

- KPI and monthly* performance incentives will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- As per the Corporate policy, for 03 months: 11,218/- will be paid as stipend, later from the 4th month KPI will be the variable component and EPF contribution will be followed.
- Retention amount of Rs. 9000/- will be paid out in 13th month of your service.
- Loyalty bonus will be paid out in the 13th month of your service
- Your salary structure is subject to revision based on notifications received from Labor Department.
- Employee Contribution to PF of Rs 936/- will be deducted from your Gross salary.
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co
- This appointment will be subject to you being found medically fit. (Medical certificate to be provided at the time of joining)
- You are not planning for any higher studies which would force you to quit the job during the Service Agreement of 1 year.
- For any further queries you can reach us at 7869961117.



Accepted By

(Name, Contact number and signature of candidate)





अखिल सिद्धि मार्टेज

वित्तीय गणना

ग्राम-साफदड़ा, जिला-पाली (सदरस्थान)

क्रमांक :- वृत्त सि ना/0147

दिनांक .6/04/2017...

To,

Miss. Anmol Baid,
Baidon ki pirol, Assaniyo ka chowk,
Bikaner

6 April, 2017

Subject: Job offer letter for the position of sales executive

Dear Anmol,

This letter is in regards to the interview for which you appeared on 3 April, 2017 for the position of sales executive. We would like to congratulate you by bringing under your kind notice that you have been selected for the particular position and we are pleased to offer you the job.

Your date of joining would be from 10 April, 2017. You are requested to meet the HR department head and bring the necessary documents on the first day of joining:

1. ID proof
2. PAN card
3. Four passport size photographs
4. Duplicate copy of higher secondary, senior secondary and graduation mark sheet (s)
5. Proof of address and
6. Medical certificate

You will be under the probation period for the first two months during which you are not allowed to take any paid leave. As per the agreement the company will be paying monthly salary of Rs. 18,000 and incentives based on your performance. Timings of your job would be from 10 am to 5 pm. Please bring your own transport.

J.P. Choudhary
Registrar
Bikaner





ग्रामिण सिद्धि माइन्स

विनायक भवन

ग्राम-याकदा, विना-पाती (राजस्थान)

प्रमाणिक :- एच.सिना/0148

दिनांक

To,

Miss. Sunita Siyag,
Old Chungli Chowki, Gajner Road,
Bikaner

6 April, 2017

Subject: Job offer letter for the position of sales executive

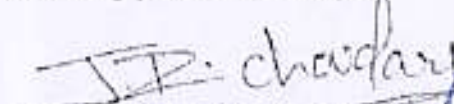
Dear Sunita,

This letter is in regards to the interview for which you appeared on 3 April, 2017 for the position of sales executive. We would like to congratulate you by bringing under your kind notice that you have been selected for the particular position and we are pleased to offer you the job.

Your date of joining would be from 10 April, 2017. You are requested to meet the HR department head and bring the necessary documents on the first day of joining.

1. ID proof
2. PAN card
3. Four passport size photographs
4. Duplicate copy of higher secondary, senior secondary and graduation mark sheet (s)
5. Proof of address and
6. Medical certificate

You will be under the probation period for the first two months during which you are not allowed to take any paid leave. As per the agreement the company will be paying monthly salary of Rs. 18,000 and incentives based on your performance. Timings of your job would be from 10 am to 5 pm. Please bring your own transport.

J.P. Chaudhary

 HR Manager
 RNB Global University
 Bikaner

सोपाईटर

उत्तम क्वालिटी, ग्राहक सन्तुष्टी एवं वाजिब दाम ही हमारी प्राथमिकता है।

SUN SHINE FOOD PRODUCTS

F-88-89, Bichhwal Industrial Area, BIKANER- 334 006
Ph. 0151-2225232, Fax : 0151-2250056
e-mail : bcson @sancharnet.in

MS. RAJSHREE VYAS,

DATE-03/04/17

JNV COLONY

BIKANER

Offer Letter

Dear Ms. RAJSHREE

With reference to your application and the subsequent discussion you had with us. We are pleased to offer you the position of HR Executive in our organization.

You will be paid annually Net Salary of Rs 168000/- . Your daily field working allowances as Travelling Fare will be as per the attachments (if applicable).

Please confirm your Joining Date Immediately.

Please send below mentioned Pre-Employment documents within 7 days of your acceptance.

Employment Documents:-

1. Photocopy of Educational Certificates (X, XII, Graduation, Diploma, Post Graduation, etc.)
2. Photocopy of Experience Letter / Appointment Letter / Relieving Letter, etc.
3. Photocopy of Identity Proof (PAN Card / Aadhar Card / Driving License, etc.)
4. Photocopy of Permanent Address Proof (Voter ID / Aadhar Card / Passport, etc.)
5. Latest 3 Passport size Photograph.
6. One cancelled cheque of your Bank Account and photocopy of Bank Pass Book.
7. Photocopy of PAN Card (TDS @ 10 % will be deducted on aforesaid Salary).
8. In absence of PAN Card, TDS @ 20 % will be deducted.

Kindly submit a duplicate copy of this letter with all documents as a token of your acceptance of the offer and also mention your expected Date of Joining. Alternatively you may email hr@bhikharamchandmal.in in your confirmation immediately.

In case of any clarification, you may revert back or call at 094141-43043.

Wish you Good Luck.

Sunshine Food Products
Bichhwal Industrial Area
Bikaner



(2)

During the period of service with the company, you shall not indulge and/ or take part in any activity of formation of council and / or association or become a member being part of management staff, which is found to be detrimental in the interest of the company in any way. Such an action shall be deemed as infringement to service conditions of the company and amount to causing damage to its interest and shall call for disciplinary action being taken against you, as it may deem fit and appropriate.

This letter of appointment has been issued to you on the understanding that there is nothing in your record which should have prevented the company to offer you an employment, if however it is found that your past record is objectionable or if any declaration given by you to the company prove false or you have willfully suppressed any material information, in such case you shall be liable for removal from the services of the company without any notice or compensation in lieu thereof.

I hope you agree to all the terms and conditions. We are confident enough that you will be able to contribute in the success of the organization.

Please send your consent within five days of generation of offer letter and return a duplicate copy of acceptance in same concern.

Looking forward to work with you.

Mridulla Solanki

Mridulla Solanki

(HR Manager)

J.P. Chaudhary
वास्तु सिद्धो सिद्धी माईन्स



For Office Use Only

ACCEPTED AND AGREED

Name: ANMOL BAID Sign: [Signature]

Date: _____



DB. CORP. LTD. (RADIO DIVISION)
CORPORATE OFFICE DELHI



NAME: Uma Sharma
DESIGNATION: Radio Jockey
DEPARTMENT: Programming
GRADE: E 2
DOJ: 18-Mar-17
LOCATION: BIKANER

| | PARTICULARS | Amount w.e.f. DOJ | |
|----|-----------------------------------------|-------------------|----------------|
| | | Monthly | Annual |
| | SALARY PAYMENT MONTHLY | | |
| | Basic | 5,150 | 61,800 |
| | HRA | 2,060 | 24,720 |
| | Medical Allowance | 1,250 | 15,000 |
| | Children Education Allowance | 200 | 2,400 |
| | Conveyance Allowance | 1,600 | 19,200 |
| | Advance Against Bonus | 601 | 7,212 |
| | Special Allowance | 4,803 | 57,631 |
| A1 | TOTAL (A1) | 15,664 | 187,963 |
| | SALARY PAYMENT ANNUAL | | |
| A2 | Ex Gratia | 429 | 5,148 |
| | TOTAL A (A1+A2) | 16,092 | 193,111 |
| | BENEFITS | | |
| B2 | Mediclam Premium for self & family | 208 | 2,500 |
| | Total B (B1+B2) | 208 | 2,496 |
| | RETIRAL BENEFITS | | |
| | Gratuity (As per norms) | 248 | 2,973 |
| C | Employer contribution to Provident fund | 618 | 7,416 |
| | Total (C) | 865 | 10,389 |
| | Fixed CTC (A+B+C) | 17,167 | 206,000 |

- * The above excludes GPAI which is Four times of the Fixed CTC.
- * Gratuity will be paid as per Payment of Gratuity Act.
- * You CTC will be revised to 246,000 per annum w.e.f. 1st July, 2017.

Vishal Mittal
18/3/17



EPIC RESEARCH PVT. LTD.

411 Mileda Manor
2 RNT Marg
Indore 452008 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012PTC028897



Letter of Intent

Dear Mr./Ms. Alma Sharma,

We are delighted to offer you the position of Associate Financial Consultant with our Consulting Division, the place of posting shall be at Indore (M.P). You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent:

Joining date: May 2017

Gross yearly package: 2,53,616/- (INR), Annexure 'A' attached,

Probation: On joining you would be serving a training period of 10-15 days as applicable to your level and then you will be on Probation for Three (3) months. If your services are found to be satisfactory, your employment with EPIC Research will deemed to be confirmed, unless you are informed in writing otherwise. EPIC Research reserves the right to reduce, dispense with or extend your Probation Period at its absolute discretion. After confirmation you would be eligible for all company benefits as per company Standing Order from time to time.

During your Probation Period a sum of Rs.3,000/- will be deducted from your salary as retention amount which will be effective from first month. You shall be entitled to receive the retention amount in 13th month of your service only i.e after completion of 1 year in the Company. In case of resignation or termination before 1 year the said amount is liable to be forfeited.

Separation: You should serve a notice period of one month before resigning from the position. If not, shall lose the pay and incentives for the one month period worked preceding resignation and forfeit 'Relieving Certificate' and 'Experience Certificate'. Your services shall be terminated on the Disciplinary, non performance or non adherence of the rules and policies of the company. EPIC Research shall have the right to terminate your employment, forthwith, without notice or payment of salary.

Here's wishing you a warm welcome and look forward to a long and mutually satisfying association.

On the day of joining you are required to bring the photo copies of following testimonials. This is mandatory for completing your joining and authentication process with EPIC Research (P) Ltd.

1. 10th/12th/ Graduation/ Post Graduation/ Certification courses-Certificates and Mark sheets (1copy)
2. ID Proof (AADHAR Card, PAN card, Driving License, Voter ID)- Three copies each
3. Copy of Bank pass book
4. Passport size photographs - Six Nos. (Colored)

For Epic Research (P) Ltd.

People Development Group

With the signature below, I accept this offer for employment

Name _____

Date _____



Salary Details for Associate Financial Consultant (AFC)

Annexure 'A'

| | |
|-------------------|--|
| Candidates name: | |
| Position offered: | |
| Joining date: | |

| Fixed Components | Monthly | Annual |
|-------------------------------------------------------|-----------------|-------------------|
| Basic | 7,800 | 93,600 |
| Conveyance | 356 | 4,272 |
| Attendance allowance | 1,000 | 12,000 |
| Variance Components | | |
| Key Performance Indicators | 4,000 | 48,000 |
| Loyalty Bonus | - | 11,000 |
| *Monthly performance incentives (Special Inducements) | - | 72,000* |
| Retirement benefits | - | |
| Provident fund (Employer's Contribution) | 1,062 | 12,744 |
| Total CTC | 14,218/- | 2,53,616/- |

Important terms:

- KPI and monthly* performance incentives will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- As per the Corporate policy, for 03 months: 11,218/- will be paid as stipend, later from the 4th month KPI will be the variable component and EPF contribution will be followed.
- Retention amount of Rs. 9000/- will be paid out in 13th month of your service.
- Loyalty bonus will be paid out in the 13th month of your service
- Your salary structure is subject to revision based on notifications received from Labor Department.
- Employee Contribution to PF of Rs 936/- will be deducted from your Gross salary.
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co
- This appointment will be subject to you being found medically fit. (Medical certificate to be provided at the time of joining)
- You are not planning for any higher studies which would force you to quit the job during the Service Agreement of 1 year.
- For any further queries you can reach us at 7869961117.

Accepted By

(Name, Contact number and signature of candidate)



EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 RNT Marg
Indore 452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012PTC028897



Letter of Intent

Dear Mr./Ms. Vibha Sharma,

We are delighted to offer you the position of Associate Financial Consultant with our Consulting Division, the place of posting shall be at Indore (M.P). You are going to be a part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and consulting.

We are confident that you will find this new opportunity both challenging and rewarding. An Appointment letter would be issued to you on joining. The following points outline the terms and conditions, along with this letter of intent:

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2. ID Proof (AADHAR Card, PAN card, Driving License, Voter ID)- Three copies each
3. Copy of Bank pass book
4. Passport size photographs - Six Nos. (Colored)

For Epic Research (P) Ltd.

People Development Group

With the signature below, I accept this offer for employment

Name

Date



Salary Details for Associate Financial Consultant (AFC)

Annexure 'A'

| | |
|-------------------|--|
| Candidates name: | |
| Position offered: | |
| Joining date: | |

| Fixed Components | Monthly | Annual |
|-------------------------------------------------------|-----------------|-------------------|
| Basic | 7,800 | 93,600 |
| Conveyance | 356 | 4,272 |
| Attendance allowance | 1,000 | 12,000 |
| Variance Components | | |
| Key Performance Indicators | 4,000 | 48,000 |
| Loyalty Bonus | - | 11,000 |
| *Monthly performance incentives (Special Inducements) | - | 72,000* |
| Retirement benefits | | |
| Provident fund (Employer's Contribution) | 1,062 | 12,744 |
| Total CTC | 14,218/- | 2,53,616/- |

Important terms:

- KPI and monthly* performance incentives will vary based on your performance score and meeting the delivery targets as per the team structure. The incentive scale may vary as per your team allocation.
- As per the Corporate policy, for 03 months: 11,218/- will be paid as stipend, later from the 4th month KPI will be the variable component and EPF contribution will be followed.
- Retention amount of Rs. 9000/- will be paid out in 13th month of your service.
- Loyalty bonus will be paid out in the 13th month of your service
- Your salary structure is subject to revision based on notifications received from Labor Department.
- Employee Contribution to PF of Rs 936/- will be deducted from your Gross salary.
- Kindly confirm your acceptance of this offer by signing and returning a copy of this letter and share a mail at hr@epicresearch.co
- This appointment will be subject to you being found medically fit. (Medical certificate to be provided at the time of joining)
- You are not planning for any higher studies which would force you to quit the job during the Service Agreement of 1 year.
- For any further queries you can reach us at 7869961117.



Accepted By

(Name, Contact number and signature of candidate)





Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur - 342013, Rajasthan - INDIA
Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

OFFER LETTER

Mr. Sachin Sarda S/O Mr. Anil Kumar Sarda
Outside Jassusar gate, Bikaner,
Rajasthan - 334001
Mobile # +91 9024 90729

28th March 2017

Dear Mr. Sachin

Congratulations on your appointment! We welcome you to Premier – *An innovation led company*, wishing you a long and meaningful career with us.

COMPENSATION & BENEFITS: The detailed breakup of your Compensation and Other company benefits applicable to you is enclosed.

- DESIGNATION & FUNCTION:** You will be designated as **Management Trainee**.
- LOCATION & DATE OF JOINING:** You will be based at **Navi Mumbai, Maharashtra**. You will be required to join as early as possible, however not later than **08th May 2017**. If you do not join your duty on the said date, this offer letter shall be treated as cancelled, unless the extension of the said date for joining duty is granted by us in writing.
- PROBATION PERIOD:** You will be on probation for a period of 90 days from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed else it may be extended to another 90 days.
- PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable for removal from service without any notice.
- NOTICE PERIOD:** During the probation period you can be terminated upon 1 day notice. This contract of employment is terminable by either party by giving two month (60 days) notice on confirmation. Either party is not bound to give any reason thereof.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all regulatory / background checks and medical / Health checkup. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Premier and wish you a long and a fulfilling career with us.

Yours truly, For PREMIER INFO ASSISTS PVT. LTD.

NAME _____
HR MANAGER – OPERATIONS / SIGNING AUTHORITY

Shalvada
Authorized Signatory

I agree to accept employment on the terms and conditions
Mentioned in the above letter. I shall be reporting for duty on



R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070



Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur – 342013, Rajasthan - INDIA
Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

28th March 2017

Compensation & Benefits

| | | |
|------------------------------------------------------|--------------------------|----------------------------|
| Name | Mr. Sachin Sarda | |
| Designation: | Management Trainee | |
| Location | Navi Mumbai, Maharashtra | |
| Compensation Details | Monthly Amount (in Rs.) | Annualized Amount (in Rs.) |
| Basic Salary | 20,000 | 240,000 |
| Special Allowance | 1,038 | 12,456 |
| Monthly Gross | 21,038 | |
| Ex-Gratia Annual Bonus Including Incentive Retirals* | | 22,000 |
| Gratuity | 962 | 11,544 |
| Medical Insurance | | 15,000 |
| TOTAL ANNUAL CTC (in Rs.) | | 301,000 |

HRA : Could be maximized to 50% of basic in metro and 40% in non metro.

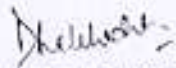
PF/TDS : Will be deducted, if applicable.

Mediclaim : You will be covered under Mediclaim Policy upon completion of Probation Period.

Gratuity* : Gratuity will be paid on accrued basis at time of relieving from our company.

Bonus* : You will be entitled for a bonus of Rs. 22,000/- upon successful completion of 1 year in the organization. This will be payable on forth coming Diwali after completion of the first year. However in case you are not able to complete 1 year in the organization you will not be entitled for this bonus.

For PREMIER INFO ASSISTS PVT. LTD.


Authorised Signatory

MANAGER HUMAN RESOURCES - SIGNING AUTHORITY
Date: _____



PERSONAL & CONFIDENTIAL

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070



Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur – 342013, Rajasthan - INDIA
Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

OFFER LETTER

Mr. Diwanshu Gaur S/O Mr. Deep Chand Gaur
A-102, Gandhi Colony, Pawaupuri
Bikaner, Rajasthan - 334001
Mobile # +91 8890269227

28th March 2017

Dear Mr. Diwanshu

Congratulations on your appointment! We welcome you to Premier – An innovation led company, wishing you a long and meaningful career with us.

COMPENSATION & BENEFITS: The detailed breakup of your Compensation and Other company benefits applicable to you is enclosed.

- 1. DESIGNATION & FUNCTION:** You will be designated as Management Trainee.
- 2. LOCATION & DATE OF JOINING:** You will be based at Navi Mumbai, Maharashtra. You will be required to join as early as possible, however not later than 08th May 2017. If you do not join your duty on the said date, this offer letter shall be treated as cancelled, unless the extension of the said date for joining duty is granted by us in writing.
- 3. PROBATION PERIOD:** You will be on probation for a period of 90 days from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed else it may be extended to another 90 days.
- 4. PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable for removal from service without any notice.
- 5. NOTICE PERIOD:** During the probation period you can be terminated upon 1 day notice. This contract of employment is terminable by either party by giving two month (60 days) notice on confirmation. Either party is not bound to give any reason thereof.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all regulatory / background checks and medical / Health checkup. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Premier and wish you a long and a fulfilling career with us.

Yours truly, For PREMIER INFO ASSISTS PVT. LTD.

NAME Dr. Kalbecha
HR MANAGER - OPERATIONS & FINANCE AUTHORITY



I agree to accept employment on the terms and conditions
Mentioned in the above letter. I shall be reporting for duty on



R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070



Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur – 342013, Rajasthan - INDIA
Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

28th March 2017

Compensation & Benefits

| | | |
|--------------------------------------------|--------------------------|----------------------------|
| Name | Mr. Diwanshu Gaur | |
| Designation: | Management Trainee | |
| Location | Navi Mumbai, Maharashtra | |
| Compensation Details | Monthly Amount (In Rs.) | Annualized Amount (in Rs.) |
| Basic Salary | 20,000 | 240,000 |
| Special Allowance | 1,038 | 12,456 |
| Monthly Gross | 21,038 | |
| Ex-Gratia Annual Bonus Including Incentive | | 22,000 |
| Retirals* | | |
| Gratuity | 962 | 11,544 |
| Medical Insurance | | |
| | | 15,000 |
| TOTAL ANNUAL CTC (In Rs.) | | 301,000 |

HRA : Could be maximized to 50% of basic in metro and 40% in non metro.

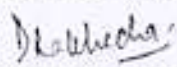
PF/TDS : Will be deducted, if applicable.

Mediclaim : You will be covered under Mediclaim Policy upon completion of Probation Period.

Gratuity* : Gratuity will be paid on accrued basis at time of relieving from our company.

Bonus* : You will be entitled for a bonus of Rs. 22,000/- upon successful completion of 1 year in the organization. This will be payable on forth coming Diwali after completion of the first year. However in case you are not able to complete 1 year in the organization you will not be entitled for this bonus.

For PREMIER INFO ASSISTS PVT. LTD.


Authorised Signatory

MANAGER HUMAN RESOURCES - SIGNING AUTHORITY
Date: _____



PERSONAL & CONFIDENTIAL

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070



Talent4Assure Assessment Services Pvt Ltd

March 25, 2017

Dear Ankit,
S/o Shri Rajendra Kumar
Congratulations!

As per our final interaction on 14th March, 2017, you have been selected as a part of Business Development Team in Talent4Assure Assessment Services Private Limited as an "Business Development - Executive". Your Joining Date is 3rd April, 2017 i.e., Monday.

You have to report office at 10 A.M.

We are offering you INR 22,000/- as your monthly salary with respect to the target of INR 1,25,000.

TERMS AND CONDITIONS:

As per the discussion in the interview, the following terms & conditions agreed upon:

- At or Below 50% of the Target Achieved – 40% of the Fixed Salary
- Between 51% - 60% of the Target Achieved – 40% of the Fixed Salary + Travelling Allowance
- Between 61% - 80% of the Target Achieved – Full Salary + 5% Incentive
- Between 81% - 100% of the Target Achieved – Full Salary + 10% Incentive

This is a confirmation mail; once you acknowledge the same & submit your documents, you will get your offer letter released. On your joining date, please bring:

- (i) 3 Self-Photograph (passport size, colour photos with a white background)
- (ii) The originals and 1 set of photocopies of the following documents:

- Education degree certificate and all year mark sheets for the highest degree attained. Photocopies should include both front and back sides of certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, if any. Include your employee number with such previous employer(s) and salary slips.
- Proof of identity. Bring one of the following documents: passport, driving license, voter's Identification card, PAN card, or credit card with photograph.
- Proof of address. Bring one of the following documents: passport, driving license, voter's Identification Card.

Note: You have to be formally dressed and please carry your laptop on the date of joining.

Warm Regards,
Sheena Marwaha
Senior Executive – Talent Acquisition
+91 7290033805/ +919899282250
Sheena.marwaha@talent4assure.in





Talent4Assure Assessment Services Pvt Ltd

March 25, 2017

Dear Madan,
S/o Shri Siya Nandan Sah
Congratulations!

As per our final interaction on 14th March, 2017, you have been selected as a part of Business Development Team in Talent4Assure Assessment Services Private Limited as an "Business Development - Executive". Your Joining Date is 3rd April, 2017 i.e., Monday.

You have to report office at 10 A.M.

We are offering you INR 22,000/- as your monthly salary with respect to the target of INR 1,25,000.

TERMS AND CONDITIONS:

As per the discussion in the interview, the following terms & conditions agreed upon:

- At or Below 50% of the Target Achieved – 40% of the Fixed Salary
- Between 51% - 60% of the Target Achieved – 40% of the Fixed Salary + Travelling Allowance
- Between 61% - 80% of the Target Achieved – Full Salary + 5% Incentive
- Between 81% - 100% of the Target Achieved – Full Salary + 10% Incentive

This is a confirmation mail; once you acknowledge the same & submit your documents, you will get your offer letter released. On your joining date, please bring:

- (i) 3 Self-Photograph (passport size, colour photos with a white background)
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- Education degree certificate and all year mark sheets for the highest degree attained. Photocopies should include both front and back sides of certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, if any. Include your employee number with such previous employer(s) and salary slips.
- Proof of identity. Bring one of the following documents: passport, driving license, voter's Identification card, PAN card, or credit card with photograph.
- Proof of address. Bring one of the following documents: passport, driving license, voter's Identification Card.

Note: You have to be formally dressed and please carry your laptop on the date of joining.

Warm Regards,
Sheena Marwaha
Senior Executive – Talent Acquisition
+91 7290033805/ +919899282250
Sheena.marwaha@talent4assure.in





Talent4Assure Assessment Services Pvt Ltd

March 25, 2017

Dear Varun,
S/o Shri Narayan Das
Congratulations!

As per our final interaction on 14th March, 2017, you have been selected as a part of Business Development Team in Talent4Assure Assessment Services Private Limited as an "Business Development - Executive". Your Joining Date is 3rd April, 2017 i.e., Monday.

You have to report office at 10 A.M.

We are offering you INR 22,000/- as your monthly salary with respect to the target of INR 1,25,000.

TERMS AND CONDITIONS:

As per the discussion in the interview, the following terms & conditions agreed upon:

- At or Below 50% of the Target Achieved - 40% of the Fixed Salary
- Between 51% - 60% of the Target Achieved - 40% of the Fixed Salary + Travelling Allowance
- Between 61% - 80% of the Target Achieved - Full Salary + 5% Incentive
- Between 81% - 100% of the Target Achieved - Full Salary + 10% Incentive

This is a confirmation mail; once you acknowledge the same & submit your documents, you will get your offer letter released. On your joining date, please bring:

- (i) 3 Self-Photograph (passport size, colour photos with a white background)
- (ii) The originals and 1 set of photocopies of the following documents:

- Education degree certificate and all year mark sheets for the highest degree attained. Photocopies should include both front and back sides of certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, if any. Include your employee number with such previous employer(s) and salary slips.
- Proof of identity. Bring one of the following documents: passport, driving license, voter's identification card, PAN card, or credit card with photograph.
- Proof of address. Bring one of the following documents: passport, driving license, voter's identification Card.

Note: You have to be formally dressed and please carry your laptop on the date of joining.

Warm Regards,
Sheena Marwaha
Senior Executive - Talent Acquisition
+91 7290033805/ +919899282250
Sheena.marwaha@talent4assure.in





Talent4Assure Assessment Services Pvt Ltd

March 25, 2017

Dear Diwanshu,
S/o Shri DeepChand Gaur
Congratulations!

As per our final interaction on 14th March, 2017, you have been selected as a part of Business Development Team in Talent4Assure Assessment Services Private Limited as an "Business Development - Executive". Your Joining Date is 3rd April, 2017 i.e., Monday.

You have to report office at 10 A.M.

We are offering you INR 22,000/- as your monthly salary with respect to the target of INR 1,25,000.

TERMS AND CONDITIONS:

As per the discussion in the interview, the following terms & conditions agreed upon:

- At or Below 50% of the Target Achieved – 40% of the Fixed Salary
- Between 51% - 60% of the Target Achieved – 40% of the Fixed Salary + Travelling Allowance
- Between 61% - 80% of the Target Achieved – Full Salary + 5% Incentive
- Between 81% - 100% of the Target Achieved – Full Salary + 10% Incentive

This is a confirmation mail; once you acknowledge the same & submit your documents, you will get your offer letter released. On your joining date, please bring:

- (i) 3 Self-Photograph (passport size, colour photos with a white background)
- (ii) The originals and 1 set of photocopies of the following documents:

- Education degree certificate and all year mark sheets for the highest degree attained. Photocopies should include both front and back sides of certificate.
- Relieving letter or resignation acceptance letter from your most recent employer, if any. Include your employee number with such previous employer(s) and salary slips.
- Proof of Identity. Bring one of the following documents: passport, driving license, voter's Identification card, PAN card, or credit card with photograph.
- Proof of address. Bring one of the following documents: passport, driving license, voter's Identification Card.

Note: You have to be formally dressed and please carry your laptop on the date of joining.

Warm Regards,
Sheena Marwaha
Senior Executive – Talent Acquisition
+91 7290033805/ +919899282250
Sheena.marwaha@talent4assure.in





Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur – 342013, Rajasthan - INDIA
Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

24th March 2017

Compensation & Benefits

| | | |
|--------------------------------------------|-------------------------|----------------------------|
| Name | Ms. Sonali Bhansali | |
| Designation: | Management Trainee | |
| Location | Jodhpur, Rajasthan | |
| Compensation Details | Monthly Amount (in Rs.) | Annualized Amount (in Rs.) |
| Basic Salary | 20,000 | 2,40,000 |
| Special Allowance | 1,038 | 12,456 |
| Monthly Gross | 21,038 | |
| Ex-Gratia Annual Bonus Including Incentive | | 22,000 |
| Retirals* | | |
| Gratuity | 962 | 11,544 |
| Medical Insurance | | |
| | | 15,000 |
| TOTAL ANNUAL CTC (in Rs.) | | 3,01,000 |

HRA : Could be maximized to 50% of basic in metro and 40% in non metro.

PF/TDS : Will be deducted, if applicable.

Mediclaim : You will be covered under Mediclaim Policy upon completion of Probation Period.

Gratuity* : Gratuity will be paid on accrued basis at time of relieving from our company.

Bonus* : You will be entitled for a bonus of Rs. 22,000/- upon successful completion of 1 year in the organization. This will be payable on forth coming Diwali after completion of the first year. However in case you are not able to complete 1 year in the organization you will not be entitled for this bonus.

For PREMIER INFO ASSISTS PVT. LTD.


Authorised Signatory



MANAGER HUMAN RESOURCES - SIGNING AUTHORITY

Date: _____

PERSONAL & CONFIDENTIAL



R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070



Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur – 342013, Rajasthan - INDIA
Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz
CIN: U72200MH2007PTC175593

OFFER LETTER

Ms. Deeksha Bhura D/O Mr. Dalchand Bhura
Near Singhal hospital new lane,
Gangashahar, Bikaner - 334401
Mobile # +91 9782055404

24th March 2017

Dear Ms. Deeksha

Congratulations on your appointment! We welcome you to Premier – *An innovation led company*, wishing you a long and meaningful career with us.

COMPENSATION & BENEFITS: The detailed breakup of your Compensation and Other company benefits applicable to you is enclosed.

- DESIGNATION & FUNCTION:** You will be designated as **Management Trainee**.
- LOCATION & DATE OF JOINING:** You will be based at **Jodhpur, Rajasthan**. You will be required to join as early as possible, however not later than **03rd April 2017**. If you do not join your duty on the said date, this offer letter shall be treated as cancelled, unless the extension of the said date for joining duty is granted by us in writing.
- PROBATION PERIOD:** You will be on probation for a period of 90 days from the date of your appointment. If, in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed else it may be extended to another 90 days.
- PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable for removal from service without any notice.
- NOTICE PERIOD:** During the probation period you can be terminated upon 1 day notice. This contract of employment is terminable by either party by giving two month (60 days) notice on confirmation. Either party is not bound to give any reason thereof.

This is an offer of appointment. A detailed formal letter of appointment will be issued to you on your joining.

This offer of employment is conditional to the satisfactory completion of all regulatory / background checks and medical / Health checkup. Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We once again welcome you to Premier and wish you a long and a fulfilling career with us.

Yours truly, For PREMIER INFO ASSISTS PVT. LTD.

NAME Deeksha
HR MANAGER – OPERATIONS Authorizing Authority



Iagree to accept employment on the terms and conditions
Mentioned in the above letter. I shall be reporting for duty on

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070





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Khasra # 47-50, Bhakrasni Road, Pali Highway, Jodhpur – 342013, Rajasthan - INDIA

Tel: +91 291 665 1200, Fax: +91 291 272 4178, Email: info@premierinfo.biz

CIN: U72200MH2007PTC175593

24th March 2017

Compensation & Benefits

| | | |
|--------------------------------------------|-------------------------|----------------------------|
| Name | Ms. Deeksha Bhura | |
| Designation: | Management Trainee | |
| Location | Jodhpur, Rajasthan | |
| Compensation Details | Monthly Amount (in Rs.) | Annualized Amount (in Rs.) |
| Basic Salary | 20,000 | 2,40,000 |
| Special Allowance | 1,038 | 12,456 |
| Monthly Gross | 21,038 | |
| Ex-Gratia Annual Bonus Including Incentive | | 22,000 |
| Retirals* | | |
| Gratuity | 962 | 11,544 |
| Medical Insurance | | |
| | | 15,000 |
| TOTAL ANNUAL CTC (in Rs.) | | 3,01,000 |

HRA : Could be maximized to 50% of basic in metro and 40% in non metro.

Pf/TDS : Will be deducted, if applicable.

Mediclaim : You will be covered under Mediclaim Policy upon completion of Probation Period.

Gratuity* : Gratuity will be paid on accrued basis at time of relieving from our company.

Bonus* : You will be entitled for a bonus of Rs. 22,000/- upon successful completion of 1 year in the organization. This will be payable on forthcoming Diwali after completion of the first year. However in case you are not able to complete 1 year in the organization you will not be entitled for this bonus.

For PREMIER INFO ASSISTS PVT. LTD.

D. K. Khatkecha
Authorised Signatory

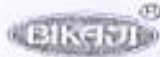
MANAGER HUMAN RESOURCES / SIGNING AUTHORITY

Date: _____

PERSONAL & CONFIDENTIAL

R.O.: 201-204, Building No. 5, Sector-3, Near Ramada Hotel, Millennium Business Park, Mahape,
Navi Mumbai 400 710, INDIA Tel: +91 22 6609 8524 / 6609 8525 / 2778 2070





BIKAJI FOODS INTERNATIONAL LIMITED

F/106-109, Bichhwad Industrial Area, Bikaner-334006 (Raj.)

OFFER LETTER

BFIL/2016-17/HRD-09

Date: March 23, 2017

Dear **Nikhil Kumar Bihani**

Welcome to the family of 'Bikaji Foods International Ltd'.

Congratulation, we are pleased to inform that you have been selected for Sales-Executive, your job profile will be given to you on your joining day with all KRA's. You will report to Manager-Marketing. After a week of joining, management will provide you an appointment letter. You are not allowed to misuse by showing this offer letter anywhere else.

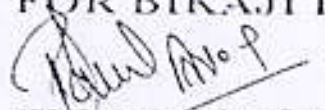
On your joining day come at 10:30AM, bring your Photos, ID proof, Documents and meet to HR department to understand your KRA's.

We are confident you will be able to make a significant contribution to the success of our company. And look forward to working with you in enthusiastic way.

In token of your acceptance of this letter, kindly sign & return the duplicate copy at the earliest in 5 days via email id hr@bikajifoods.com & deepak@bikajifoods.com and bring the original to the undersigned on the day of your joining.

We welcome you as team.

FOR BIKAJI FOODS INTERNATIONAL LIMITED


(HR MANAGER)
PARUL ARORA



For Office Use Only
ACCEPTED AND AGREED

By: _____ Date: _____
Name _____ Sign: _____

13th February 2017

Ms. Preeti Rathi
Near 15 No. school,
Outside Jassusar Gate (Bikaner)

Dear Ms. Preeti,

Welcome to ICE !

We are pleased to utilize your professional services as "Management Trainee-Education" with ICE Creative Excellence Private Limited with effect from 21st February 2017 to 28th February 2018 at Delhi office on the following terms and conditions:

Parties to the contract:

ICE Creative Excellence Pvt. Ltd. (herein after referred to as 'ICE'), a company incorporated under the Companies Act, 1956 having its Registered Office at Loadstar Buidling, Killick Nixon Compound, Saki Vihar Road, Near Chandivali Petrol Pump, Andheri (E), Mumbai - 400072 (which expression shall, unless it be repugnant to the context or meaning hereof, be deemed to mean and include its successors and assigns)

&

Ms. Preeti Rathi (hereinafter referred to as "Professional"), a citizen and resident of India having her residence at Near 15 No. School, Outside Jassusar Gate, Bikaner having PAN No. _____ (which expression shall, unless it be repugnant to the context or meaning hereof, be deemed to mean and include its successors and assigns)

WHEREAS

1. ICE is inter-alia engaged in the business of imparting training & education to aspirants who are keen to make career in media & entertainment industry.
2. The Professional represents that she is adequately qualified and also has the requisite experience in the field of marketing, skill to counsel, guide and enroll the students desirous of pursuing training on courses provided by ICE and other activities as defined from time to time which the Company has accepted.
3. The parties mutually agreed to enter into this contract, wherein Professional has agreed to provide her services as Management Trainee-Education based at our Delhi office as per the scope of work listed below and the Company agreed to obtain her services on the terms and conditions stated hereunder in this contract.

Now, therefore in consideration of the mutual agreements, covenants and conditions herein contained, ICE and Professional agreed as follows:



1. TERMS AND CONDITIONS

1.1. The effective date of this contract is from 21st February 2017 and this contract shall end on 28th February 2018, unless terminated by either party as per the provisions stated in point 5 below.

1.2. This contract can be renewed after the expiry on such conditions as mutually agreed by ICE and the professional.

1.3. That the Company will procure services of Professional as a Management Trainee-Education on an exclusive basis to the Company.

1.4. Responsibilities FOR PROFESSIONAL

1.4.1. The Professional understands and agrees that she owes to the Company an obligation to use her best efforts at all times.

1.4.2. The Professional hereby acknowledges that she is in a position of trust in performing the duties and would report to any person delegated by the company for the assignment.

1.4.3. She will report to Ms. Anjali K Singh, Area Head – Delhi/NCR.

1.5. THE SCOPE OF WORK

1.5.1. As Management Trainee-Education, she will be responsible and accountable for

1.5.1.1. Portal wise Admission & Collection targets for Centre assigned.

1.5.1.2. Regularly interfacing with School / College authorities, seeking permission to conduct activities as advised by Regional Head/ Centre Director from time to time.

1.5.1.3. Lining-up of activities, Planning & managing the logistics of the same.

1.5.1.4. Tele-calling Leads / Enquiries generated from various sources, obtaining Confirmations & ensuring their Attendance.

1.5.1.5. Taking effective Presentation to Enquiries.

1.5.1.6. Counseling & converting the Enquiry to enroll for the ideal Program as per ICE's guidelines.

1.5.1.7. Will be required to travel outside base station for conducting activities to generate Business.

1.5.1.8. Keeping Cost of Acquisition within prescribed limits.

1.5.1.9. Keeping a close tab on Competition activities.

1.5.1.10. Preparing and sending timely and accurate MIS Reports to management.



1.6. ICE GUIDELINES

- 1.6.1. She shall adhere to the quality standards defined for the role in true spirit and letter of integrity.
- 1.6.2. She will be continually measured on various counts like enrollments, counseling quality, revenue and collections. In case, ICE is not satisfied on above grounds, ICE would be authorized to take appropriate action.
- 1.6.3. In case of absence without notice in writing for more than 3 days, ICE may revoke the contract without notice.
- 1.6.4. The office timings for the professional will be 10.00 am to 06.00 pm on all six (6) days of the week, i.e., Monday to Saturday.
- 1.6.5. During the Period of professional contract, She will be entitled to only approved list of public holidays as announced from time to time. Any additional off day shall amount to deduction of professional fees on a pro-rata basis.

2. CONFIDENTIALITY

- 2.1. The Professional shall not disclose, use or provide any proprietary information, marketing strategies and other techniques and know-how related to the programs and any other information related to ICE to any third party.
- 2.2. The Professional shall not use the ICE's name and/or trademark except as provided by this contract. The Service Provider shall not use any signboard depicting ICE, unless authorized / permitted to do so.
- 2.3. Both parties agree that ICE shall be and shall always remain the sole owner of all Intellectual Property Rights in the material, content, training methodology, training formats and the Service Provider shall not do or permit to be done or cause to be done any act or thing in derogation of any of the rights of ICE or dispute or raise a counter claim to such rights at any time.
- 2.4. The Professional acknowledges and agrees that any Confidential Matter is for the Company's exclusive benefit and that both during his Consultancy with the Company and at all times thereafter, she will not directly or indirectly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company.
- 2.5. The Professional hereby undertakes that she has and will be having the confidential information in regard to projects of the Company and if she attempts to disseminate it or copy it or redesign or remake it or manipulate it in part or in full it will be a serious material breach during and after her tenure hereof and such breach shall be a serious criminal breach of trust.



3. INVENTIONS, TRADEMARKS, PATENTS AND OTHER INTELLECTUAL PROPERTY

The Professional expressly covenants and agrees that to the extent that the Professional generates intellectual property including but not limited to, copyrights, inventions, trademarks, and patents (collectively "Intellectual Property") during the course of his duties performed on behalf of the Company, she shall and hereby does convey, assign and transfer ownership to the Company of all such Intellectual Property.

Further, the Professional hereby acknowledges that she retains no rights whatsoever with respect to the above-stated Intellectual Property, including but not limited to any rights to reproduce, prepare derivative works, file applications and extensions, copy, distribute, exhibit, use and /or display publicly or otherwise, license or assign to any third party the right to do any of the foregoing.

4. VIOLATION OF INTELLECTUAL PROPERTY

The Professional undertakes that all the matters and materials that she uses and includes in her work with ICE will not violate or infringe upon the intellectual property of any other party. The Professional further covenants that she will take sole personal responsibility of any such violation or infringement and indemnify the Company of any damages arising thereof.

5. TERMINATION

5.1. This contract may be terminated before its expiry by either party by giving 15 days' notice or payment of equivalent monetary compensation in lieu of such notice to the other party. The Professional will be required to complete all the tasks assigned to her.

5.2. ICE shall be entitled to terminate this contract without any notice in special circumstances which would inter alia include:

5.2.1. Any financial or intellectual property related misappropriation or breach,

5.2.2. Breach of the confidentiality conditions of this contract

5.2.3. if you disregard your duties to the Company or are found guilty of mismanagement or misconduct or negligence

5.2.4. if you fail to observe the code of conduct/guidelines/ policies which you are required to follow as a professional providing services to the Company

5.2.5. if you violate any law of the land, rules or regulations of India or any other country, where you might be deputed for official purposes by the Company



5.2.6. if at any stage during your term, the Company finds out that any information provided and/or representation made by you at the time of joining the Company, on the faith of which the Company has recruited you, is false and/or misleading or in case of concealment of any material fact, which you ought to have disclosed prior to joining the Company.

5.3. During the term of this agreement and for a period of 5 years subsequent to the termination of this agreement, you shall not directly, indirectly, or through any other party solicit business conflicting with the interest of the company, from and/ or perform services from any existing or prospective customer of the Company irrespective of whether you had any contact with or exposure with such customer during the term of this agreement.

5.4. In case the Professional terminates the contract without notice or completion of assigned activities, ICE reserves the right to deduct/penalize up to 100% of the contract fee for the same

6. JURISDICTION

6.1. The parties agree and acknowledge that any dispute or controversy arising out of or relating to or concerning any act or term of this Contract or the parties Consultancy relationship shall be resolved as per paragraph 7, or in case of any unresolved differences, in a court of competent jurisdiction located within Mumbai as per law of the land (India).

6.2. In case of any breach of any term and conditions by any party, the other party will be also at an option to seek an ex- parte relief or injunction against the breaching party.

7. ARBITRATION

Any Dispute that is not settled to the satisfaction of the Parties by mutual negotiations shall be finally resolved by arbitration in accordance with the Indian Laws of Arbitration. Both the parties shall appoint one arbitrator each who in turn will appoint one arbitrator by the mutual consent. The Arbitration proceedings will be conducted in accordance with the Arbitration and Conciliation Act, 1996 or any other law, as in force on the date of proceedings. The place of arbitration shall be Mumbai.

8. SEVERABILITY

If any provision of this contract shall for any reason be held invalid, then the invalidity of such specific provision shall not be held to invalidate any other provisions of this contract, which shall, therefore, remain in full force and effect.

9. TRANSFER:

During the term of this contract, the management may transfer/depute you to any of the offices/ departments/ divisions of the company/ associate company, presently existing or to be set up in future in India or abroad, in its absolute discretion. You agree to travel/relocate to any location in India or abroad for official purposes as per the requirements of the Company.



ANNEXURE:

COMPENSATION AND BENEFITS

Your Total Compensation shall be as follows:

| | Per Month | Per Annum |
|---------------------------|-----------|-----------|
| Professional Remuneration | 25,000 | 3,00,000 |

*In addition to the above, you will be eligible for conveyance reimbursements undertaken for official work and performance based incentives subject to actual performance upto Rs. 100000 annually and to be governed by incentive policy released from month to month basis.

*All payments will be subject to statutory tax deductions as applicable

*Pay outs shall happen monthly

I, Preeti Rathi, have read and understood the above terms and conditions and hereby signify my acceptance to the same.

Signature: _____

