



5.2.2 Average percentages of placement of outgoing students during last five years

5.2.2.1 Numbers of outgoing students placed years-wise during the last five years.

HEI Input:

2020-21	2019-20	2018-19	2017-18	2016-17
17	5	7	19	15





5.2.2 Average percentages of placement of outgoing students during last five years

Response:

5.2.2 List of Placement of outgoing students as per DVV requirements.

Sr.No.	Name of Students
1.	Rochak Goswami
2.	SachinKumar Sarda
3.	Salony Joshi
4.	Sanjay Soni
5	Sanjeevan Sharma
6.	Savi Sethia
7.	Satrughan Sharma
8.	Shubham Kumar Patra
9.	Sonali Bhanasali
10.	Sourabh Jain
11.	Sunita Siyag
12.	Tarun Kumar Minny
13.	Tejan Sukheja
14.	Uma Sharma
15.	Varun Kumar
16.	Ajit Bhura
17.	Ajoshwetha Periwai
18.	Amar Singh
19.	Apeksha Modi
20.	Aradhana Soni





RNB
GLOBAL UNIVERSITY
Educating stars for tomorrow

5.2.2

Supporting documents

Placement order/Offer letters

RNB GLOBAL UNIVERSITY

RNB Global City, Ganganagar Road,
Bikaner, Rajasthan 334601

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:

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

LETTER OF INTENT

Dear Sachin Kumar Sarda

Subsequent to your interview with us at Policybazaar, we are pleased to offer you the position of Associate Sales Consultant (CC) with effect from 8th May 2017

You are required to report atsharp at 9:00am for your joining formalities. The address where you need to report to is as mentioned below:

Policy Bazaar.com
 Building No 123, (2nd Basement, GANGS ROOM)
 Sector 44, Gurgaon
 Haryana - 122001

Landmark-behind Hotel Ramada
 Nearest Metro Station: HUDA City Center Metro Station (Last Terminal Station on the Yellow Line)

ORIGINAL and PHOTOCOPY of the below mentioned documents to be brought on the first day of joining:

S No	Original Documents Details	No of copies
1	Class X pass out certificate and Marksheet	2
2	Class XII pass out certificate and Marksheet	2
3	Graduation degree/provisional certificate	2
4	Post Graduation degree/provisional certificate	2
5	PAN card	2
6	Aadhaar card	2
7	Last organization - Service/Relieving letter	2
8	Salary Slips last 3 months	2
9	Passport size color photos	6

- Please carry date of birth proof of your mother, father, nominee with ID Proof.
- Bank account details of any existing account (Bank A/c number, Name as in bank account).
- Unique identification number (UAN) and PF account number of the previous employer.

Please ensure that you carry all the above mentioned documents, failing to submit will lead to postponement in some cases cancellation of your joining.

Your appointment is subject to employment verification.

If you have an HDFC Bank Account, please get account no with IFSC details; otherwise you are required to get address proof for opening bank account.

For any query related to Induction, please reach out to the following:

- Rahul Singh: +91 8800732196

Keyur - 9716822519

For any query related to Joining/HR, please reach out to the following

- hr@policybazaar.com

Looking forward to having a wonderful relationship with us at PolicyBazaar.com

Thanks & Regards

Recruitment Team

Human Resources

PolicyBazaar.com

Ph no: 0124-4769/505/519/ +91-8800732196



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


Sangvika Rajvanshi
HR and Business Coordinator



Address:

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

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.



Date :29/03/2019

To
Sanjeevan Sharma
(Code: CAN71106)

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

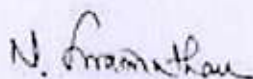
Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

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



7/2/2019

This message is HTML email



Date July 2, 2019

HR-Rec. /18-19/359998

MISS Savi Setia

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 Setia



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	Anugarth, Bikaner Road

PARTICULARS	CTC Amount (Rs)	
	Monthly	Annually
SALARY PAYMENT		
Basic	6,942.00	83,304.00
House Rent Allowance	3,471.00	41,652.00
Education Allowance	200.00	2,400.00
Leave Travel Allowance	578.00	6,936.00
Special Allowance	1,304.00	15,648.00
Statutory Bonus	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 Mediclam (G)	365.00	4,1650.00
Group Personal Accident Insurance (GPA)	19.00	228.00
Group Term Life Insurance (GTL)	56.00	708.00
TOTAL (A3)	443.00	5,316.00
TOTAL COST TO COMPANY (TCTC) A1+A2+A3	15,833.00	489,996.00

BENEFITS DESCRIPTION	
Appraisal	You shall be eligible for performance appraisal and increment cycle as per company policy. The appraisal period will be from start of joining to end of financial year and increment would be processed 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 based your performance and company policy.
Group personal Accident Policy	Covered under GFA policy of sum assured as per Company Policy, effective from the date of employment in policy.
Group Term Life Policy	Covered under GTL policy of sum assured amount by the company, shall effective from the date of endorsement. The sum time premium of the sum will be recovered from your salary every year depending upon the calculation provided by the insurance company.
Medicals Policy	You will be eligible for Mediclam as per Company medical 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 time to time.

NOTE
 Professional Tax as per rules shall be deducted
For AU SMALL FINANCE BANK LIMITED

 Authorized Signatory



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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 Bank's 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, counterparty 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.



(Handwritten 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

Increment 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



Signature

16. Public Holidays

You 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, personal, sensitive information or data (including those from any of your previous employment(s) with other organizations) in an unauthorized manner. You shall not bring any such information or data to the Bank.

You shall not, either during your employment with the Bank or after termination of your employment, disclose to anyone any information, report, accounts or details relating to the Bank's business, its affairs or its clients, services providers, suppliers or vendors, other than to the Director of the Bank or other 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, or refer to the business or affairs of the Bank. You shall also not make any statement in public, verbal, audio-visual or video on 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 affairs of the Bank or its client or any of its associates or branches, which may be in your possession, and will not obtain 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 temporarily 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 patent rights) in and to any products, designs, inventions, software, systems, methods, 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 proprietary 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 rights to all and any patents, tradeable 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 or material to any intellectual property, confidential information or trade secrets of the Bank.

19. Data Protection

For the purpose of the data protection by signing this letter, you consent to the Bank and such other persons and entities designated by the Bank collecting, storing and processing personal data relating to you whether provided to the Bank or otherwise received by the Bank for all purposes, activities, 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 relevant, interacting, business and other activities. Having decisions as to your fitness for work; granting references and information to third parties; and if necessary, governmental and anti-governmental bodies for social security and other purposes; providing information to Mutual Members of the Bank or of the business(es) 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 be construed as disparaging of the Bank or their Officers, Directors, Employees, Agents, Shareholders Strategic business partners, products or services.

21. Remedies



[Handwritten Signature]

in the 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.

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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 "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

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.

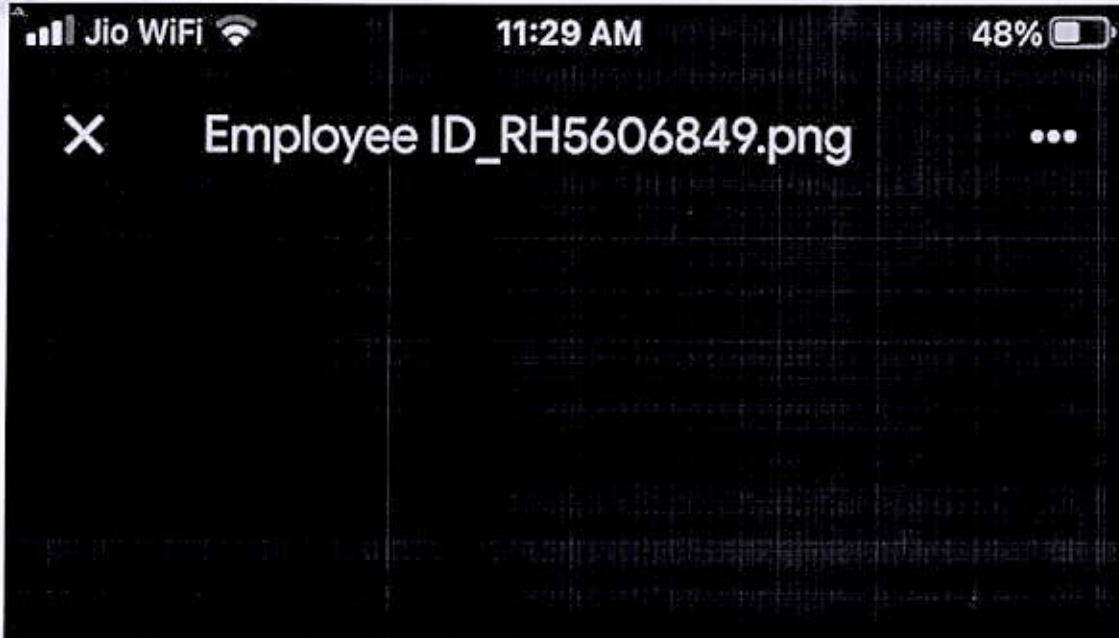
Joining Date : 8th July, 2019

Candidate Name : Savi Setia

Candidate Signature : *Savi Setia*

Date of acceptance : 4th July 2019





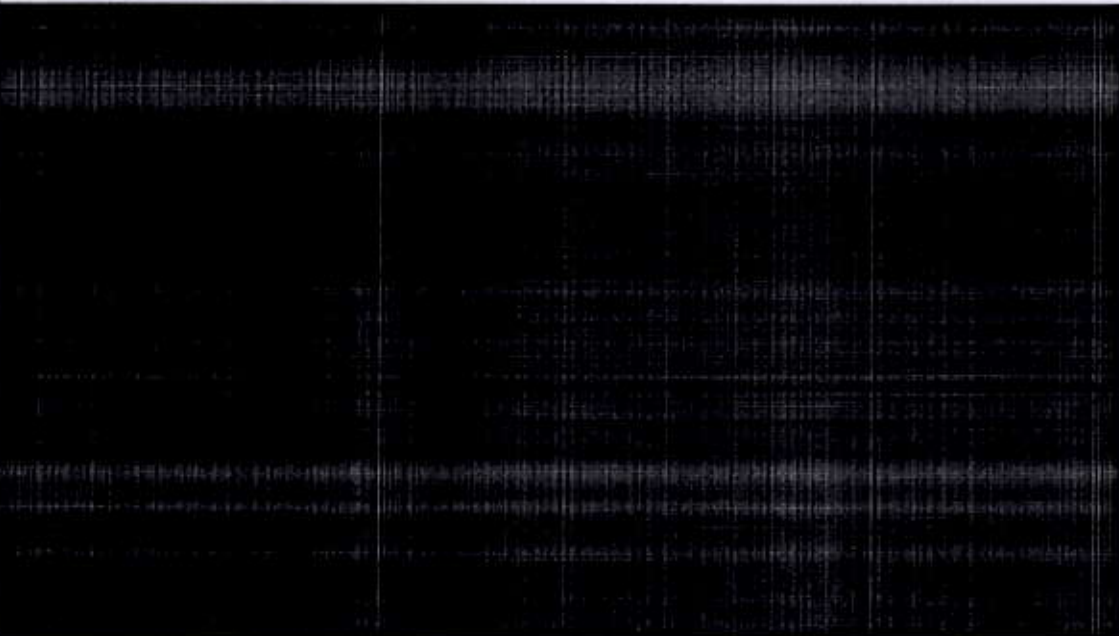
Shatrughan Sharma

Employee No. : 5073409
 Blood Group : A+
 Emergency Contact No : 9829985285



Jadav Ar

Issuing Authority





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](#)

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

I accept the above offer of employment

Signature:

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



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.





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. Sonali Bhansali D/O Mr. Kamal Bhansali
Sohanlal Kamatchand Bhansali, Opposite Bojara charitable trust,
Newline, Gandhinagar, Gangashahar - Bikaner - 334401
Mobile # +91 9782768403

24th March 2017

Dear Ms. Sonali

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 _____
HR MANAGER – OPERATIONS / **ASSIGNING RESPONSIBILITY**

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, Bhukrasni 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 maximize i.e. 50% of basic in metro and 40% in non metro.

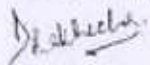
PF/TDS - Will be deducted, if applicable

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



EPIC RESEARCH PVT. LTD.

411 Milinda Manor
2 BNT 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. S. Prateek Ramesh,

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 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)



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:

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.

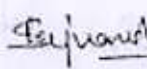

Please return the duplicate copy of this letter, duly signed on the email id that is hr@appealgroup.in in token of your acceptance.

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



ग्रहद्वि सिद्धि माईन्स

त्रिमासिक ग्रेनाईट

ग्राम-साकदड़ा, जिला-पाली (राजस्थान)

क्रमांक :- कटसिना/0148

दिनांक

To,

Miss. Sunita Siyag,
Old Chungi 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 cont....2
वास्तु विभागाध्यक्ष

प्रोफराइटर

उत्तम क्वालिटी, ग्राहक सन्तुष्टी एवं वाजिब दाम ही हमारी प्राथमिकता है।

Indiabulls

CONSUMER FINANCE

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 IFL Finance Limited and Shikshakti Financial Services Limited)

Registered office : M-62 & 63, first floor, Connaught Place, New Delhi-11001, CIN:U74899DL19994PLC062407

Tel : 011-20252900, Fax: 011-20252901 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://infoscc.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



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.



e) 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



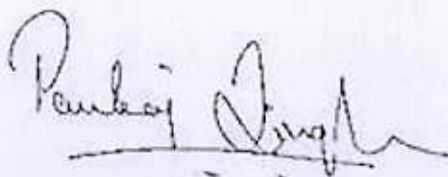
Background Check,your employment may be terminated by the Company forthwith and without any liability to the Company.

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

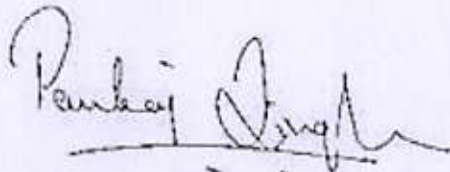


COMPENSATION & ENTITLEMENT

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



Haygot Services Private Limited
a Toppr Technologies Pvt. Ltd. subsidiary company
CIN No: U74999TG2018PTC125856

Plot no 61, Kavuri Hills Phase 1, Kavuri Hills,
Jubilee Hills, Hyderabad, Telangana – 500033.

Annexure

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

Compensation structure

Category	Component	Monthly	Yearly
Taxable	Basic	14,593	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 - Tejan Sukhija
Designation - Academic Consultant
Date of Joining - 12th Dec 2019

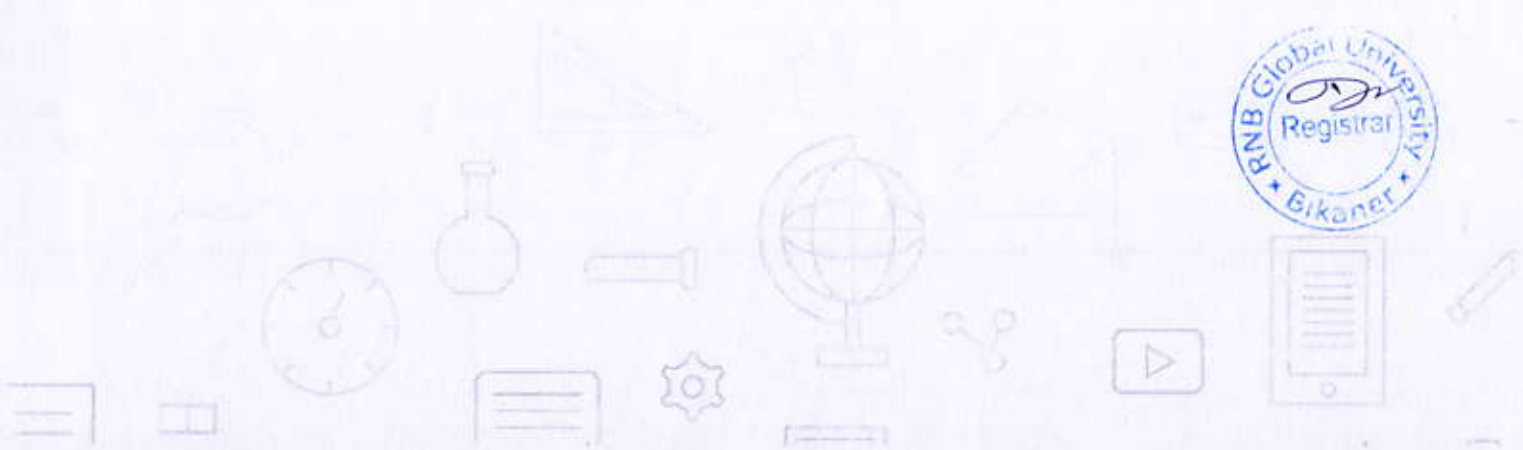
Compensation structure

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
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Tejan Sukhija <tejan.sukhija2018@rnbglobal.ac.in>

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

3 messages

Ankita Singh <4f77bgzqtgib+2hqj@inbound.workablemail.com>
Reply-To: Ankita Singh <4f77bgzqtgib+2hqj@inbound.workablemail.com>
To: Tejan Sukhija <tejan.sukhija2018@rnbglobal.ac.in>

9 December 2019 at 20:42

Dear Tejan,

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/tFGRGJwnSSEtkyL_0ckTjt27edwuc4kgm6n3Oris1iw/8ab71bb5e0160fb63ef3ab84d26fd401

We look forward to welcoming you onboard.

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

Sincerely,

Ankita Singh

Tejan_Sukhija.pdf
468K

Tejan Sukhija <tejan.sukhija2018@rnbglobal.ac.in>
To: RNBGU / Student Helpdesk <student.helpdesk@rnbglobal.edu.in>

11 December 2019 at 12:11

Respected team,
I am forwarding the mail which i recieved in relevance with the joining dateand offer letter.
Thanking you
Regards
Tejan Yogesh Sukhija
MBA IV Semester
[Quoted text hidden]



Tejan_Sukhija.pdf
468K

Tejan Sukhija <tejan.sukhija2018@rnbglobal.ac.in>
To: samar.mahapatra@rnbglobal.edu.in

11 December 2019 at 12:26

Respected sir,
I am forwarding the joining letter to you. Please have a look.
Thanking you
REGARDS
Tejan Yogesh Sukhija
MBA IV SEMESTER



----- Forwarded message -----
From: Ankita Singh <4f77bgzqtgib+2hqj@inbound.workablemail.com>
Date: Mon, 9 Dec 2019, 20:42
Subject: An offer from Toppr for the Academic Consultant (Sales Executive - JAIA1) job
To: Tejan Sukhija <tejan.sukhija2018@rnbglobal.ac.in>

[Quoted text hidden]

Annexure

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

Compensation structure

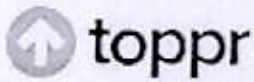
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Taxable	Basic	14,583	175,000
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HAYGOT SERVICES PRIVATE LIMITED

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: HJaja1, 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			





Tejan Sukhija <tejan.sukhija2018@rnbglobal.ac.in>

Regarding NOC(no objection certificate)

4 messages

Tejan Sukhija <tejan.sukhija2018@rnbglobal.ac.in>
 To: RNBGU / Student Helpdesk <student.helpdesk@rnbglobal.edu.in>

22 February 2020 at 17:12

Respected team,

This mail is regarding the NOC for a new organization i joined YOF REALTY, i am having the attendance capture of the last organization. The reason due to which i left is the working hours, i used to work there for 14 hours a day, only due to this reason i left the organization and i joined a new organization YOF REALTY Pvt. Ltd. as a sales executive. It is a firm request to please give me the NOC for the same. I will receive the OFFER LETTER by tomorrow. My joining date here was 12th of february 2020.

Please provide me the NOC for the same.

Thanking you

Regards:

Tejan Yogesh Sukhija
 MBA IV Semester

RNBGU / Student Helpdesk <student.helpdesk@rnbglobal.edu.in>
 To: Tejan Sukhija <tejan.sukhija2018@rnbglobal.ac.in>

24 February 2020 at 15:01

Dear student

You are required to share the offer letter of the new organization

Student Helpdesk

RNB Global University
 RNB Global City | Ganganagar Road | Bikaner-334601

T +91-7230834441-44

W rnbglobal.edu.in

RNB Global University has been awarded : "ASSOCHAM India - Best University In Rural India – 2018"

RNB Global University has been awarded : "The Economic Times - Best Education Brands - 2017"

[Quoted text hidden]

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YOF REALTY

YOF REALTY

SERVICES PVT LTD

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



S-32, Third Floor, JDA Market, Ridhi Sidhi, Gopalpura Bypass, Jaipur - 302020

Website: www.yofrealty.com | Phone: +91-8764589645, 9982142034

CIN: U70200RJ2017PTC057457

EPIC RESEARCH PVT. LTD.

411, P Block, Maner
2 RNT Marg
Indore-452001 M.P. India

Phone: 731-6642300
Web: www.epicresearch.co
E-mail: info@epicresearch.co
CIN-U74200MP2012FTC028897



Letter of Intent

Dear Mr./Ms. Uma 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)



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	425	5,148
	TOTAL A (A1+A2)	16,092	193,111
	BENEFITS		
B2	Mediclaime Premium for self & family	208	2,500
	Total B (B1+B2)	208	2,496
	RETIRAL BENEFITS		
	Gratuity (As per norms)	248	2,973
	Employer contribution to Provident fund	618	7,416
C	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





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





Premier InfoAssists Pvt. Ltd.

Khasra # 47-50, Bhakraasni 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. 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.

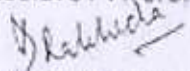
- DESIGNATION & FUNCTION:** You will be designated as **Management Trainee**.
- LOCATION & DATE OF JOINING:** You will be based at **Mumbai, Maharashtra**. You will be required to join as early as possible, however not later than **19th February 2018**. If you do not join your duty on the said date, 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.


Authorized Signatory

NAME _____
HR MANAGER - OPERATIONS / SIGNING 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, Marolli,
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

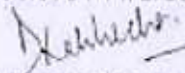
12th February 2018

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 of 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



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.

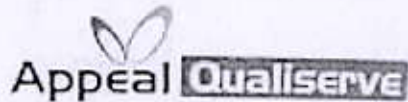
You will be required to join on or before 1st February 2018, unless the date is extended and communicated to you in writing.

Best Regards

Team HR

ICE Creative Excellence Pvt. Ltd





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.

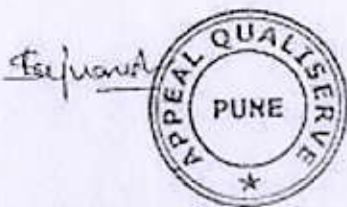
Please return the duplicate copy of this letter, duly signed on the email id that is hr@appealgroup.in in token of your acceptance.

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:

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



Angel Broking Pvt. Ltd.

Ref No. C-108003

29-January-2018

Apeksha Modi

C-73A, Sadul Garj, 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.18,00,000/- 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 Qualifications 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 30 days 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.



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Angel Broking Pvt. Ltd.

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, if 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

Authorized Signatory

I hereby accept the above offer. _____

Candidate's Signature & Date



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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	38.37% 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 Mediclaim	192	2,304	Mediclaim 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.



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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 duly 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 : _____

