



Dhatuonline

To,
Muhammed Ansar P M
Student ID: 2015PEE130
Branch: Civil Engineering
Presidency University
Yelahanka

11/March/2019
Bangalore

Sub: **Offer Confirmation.**

Dear **Muhammed Ansar P M,**

Greetings from Dhatu Online Solutions Pvt. Ltd.

Congratulations!!!!

Please let this letter serve as our official statement of intention to hire you as "**Trainee Sales & Marketing Executive**" after the completion of your B.Tech degree. ***Your Cost to Company (CTC) will be ₹3 Lac per annum.*** Detail breakup of the CTC will be provided in the appointment letter as per the company policy.

Confirmation of employment with Dhatu Online Solutions Pvt. Ltd is subjected to your joining on **1st July 2019** & submission of all mandatory documents (**Annexure-1**) and thereafter performance during the probation period. In case of non-submission of any mandatory document(s), you will be required to sign a declaration of undertaking of the actual date of submission of the document(s). Non-submission of the document(s) on the said date might lead to termination of employment.

You will be required to enter into a **Service Agreement (24 months)** to be executed between you and the Company on the day of joining. The detailed appointment Letter will be handed over to you on the date of joining.


REGISTRAR




Dhatuonline

Annexure-1

Students are requested to bring the following documents in original, along with two photocopies of each.

Required documents:

- 1 - All Educational Certificates with mark sheets
- 2 - Provisional mark sheet/ certificate (if not graduated)
- 3 - Aadhar Card
- 4 - PANCard
- 5 - Valid Passport (Optional)
- 6 - Recent passport-sized color photograph (3 copies)
- 7 - Front page of Bank passbook (Where A/C no. & IFSC code are clearly mentioned)
- 8 - Aadhar Card of parents
- 9 - Post card sized photo of the student with parents

Details pertaining to remuneration are confidential and may strictly be treated as such.

If you have any queries, Please feel free to contact **Monalisha Pradhan**, HR Executive as below:

Contact No.: **7899992200**

E mail: hr@dhatuonline.com

Thanking You & Wishing You Best of Luck.

For Dhatu Online Solutions Pvt. Ltd

(Akshyansu Mahapatra)
Director





Dhatuonline

To,
Hyalij Kunal Vasant
Student ID: 2015PEE057
Branch: Civil Engineering
Presidency University
Yelahanka

11/March/2019
Bangalore

Sub: **Offer Confirmation.**

Dear **Hyalij Kunal Vasant,**

Greetings from Dhatu Online Solutions Pvt. Ltd.

Congratulations!!!!

Please let this letter serve as our official statement of intention to hire you as "**Trainee Sales & Marketing Executive**" after the completion of your B.Tech degree. ***Your Cost to Company (CTC) will be ₹3 Lac per annum.*** Detail breakup of the CTC will be provided in the appointment letter as per the company policy.

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For Dhatu Online Solutions Pvt. Ltd

(Akshyansu Mahapatra)
Director





Dhatuonline

To,
Rahul Kumar M
Student ID: 2015PEE096
Branch: Civil Engineering
Presidency University
Yelahanka

11/March/2019
Bangalore

Sub: **Offer Confirmation.**

Dear **Rahul Kumar M,**

Greetings from Dhatu Online Solutions Pvt. Ltd.

Congratulations!!!!

Please let this letter serve as our official statement of intention to hire you as "**Trainee Sales & Marketing Executive**" after the completion of your B.Tech degree. ***Your Cost to Company (CTC) will be ₹3 Lac per annum.*** Detail breakup of the CTC will be provided in the appointment letter as per the company policy.

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For Dhatu Online Solutions Pvt. Ltd

(Akshyansu Mahapatra)
Director





Dhatuonline

To,
Sharbangini Dhar
Student ID: 2015PEE108
Branch: Civil Engineering
Presidency University
Yelahanka

11/March/2019
Bangalore

Sub: **Offer Confirmation.**

Dear **Sharbangini Dhar,**

Greetings from Dhatu Online Solutions Pvt. Ltd.

Congratulations!!!!

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For Dhatu Online Solutions Pvt. Ltd

(Akshyansu Mahapatra)
Director





Dhatuonline

To,
Abhiram P
Student ID: 2015PEE006
Branch: Civil Engineering
Presidency University
Yelahanka

11/March/2019
Bangalore

Sub: **Offer Confirmation.**

Dear **Abhiram P,**

Greetings from Dhatu Online Solutions Pvt. Ltd.

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For Dhatu Online Solutions Pvt. Ltd

(Akshyansu Mahapatra)
Director





Dhatuonline

To,
Lemuela Pearl Lamech
Student ID: 2015PEE067
Branch: Civil Engineering
Presidency University
Yelahanka

11/March/2019
Bangalore

Sub: **Offer Confirmation.**

Dear **Lemuela Pearl Lamech,**

Greetings from Dhatu Online Solutions Pvt. Ltd.

Congratulations!!!!

Please let this letter serve as our official statement of intention to hire you as "**Trainee Sales & Marketing Executive**" after the completion of your B.Tech degree. ***Your Cost to Company (CTC) will be ₹3 Lac per annum.*** Detail breakup of the CTC will be provided in the appointment letter as per the company policy.

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Thanking You & Wishing You Best of Luck.

For Dhatu Online Solutions Pvt. Ltd

(Akshyansu Mahapatra)
Director





LETTER OF OFFER

Dear Sincho Raj,

Date: 22nd July 2019

Congratulations and Welcome Aboard!

Eco Green Fuels Pvt Ltd is pleased to appoint you as a Process Engineer – Trainee. Taking charge of your position with effect from 19th August 2019.

Details of the terms of your offer are as under:

1. You will be designated as “ Process Engineer – Trainee” at our Manufacturing Plant at Tumakur.
2. Your Date of commencement of Employment will be starting 19th August 2019 onwards.
3. You will be under probationary period for six months from the date of joining.
4. You will be entitled to receive INR 20,000/- as a net payment per month and will be given basic accommodation facility. You will not be eligible for any other benefits of the company during the probation period.
5. You will not be entitled to avail any leaves during probationary period, any emergency or health related issues, you are required to seek permission from your reporting manager through formal email.
6. You will receive your appointment letter with Salary Structure after you complete your probationary period.
7. Please note that we may terminate your services without any prior notice at any point in time, in case you exhibit poor performance or behaviour during probationary period.
8. Please note, you will not be entitled for receiving any payment in case we terminate your employment any point in time during probationary period.

I personally extend you a warm welcome on behalf of my team at Eco Green Fuels Pvt. Ltd (one of the fastest growing biodiesel company in India) and wish you a meaningful and an enriched experience to earn and to share at our organisation.

With my very warm regards

sd/-

Julesh Bantia

Founder & CEO

Eco Green Fuels Pvt. Ltd.

Cell.: +91 9886082899



Registered Office: E4, 9B, KIADB Road, 2nd Phase, Peenya Industrial Area,
Bangalore 560058 INDIA E: bantia@ecogreenfuels.in W: www.ecogreenfuels.in



LETTER OF OFFER

Dear Umesh Tatia Sahib Mali,

Date: 22nd July 2019

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Julesh Bantia

Founder & CEO

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Cell.: +91 9886082899





LETTER OF OFFER

Dear Saleem I,

Date: 22nd July 2019

Congratulations and Welcome Aboard!

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LETTER OF OFFER

Dear Vishnu Vardhan,

Date: 22nd July 2019

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LETTER OF OFFER

Dear Arun Joseph A,

Date: 22nd July 2019

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With my very warm regards

sd/-

Julesh Bantia

Founder & CEO

Eco Green Fuels Pvt. Ltd.

Cell.: +91 9886082899





LETTER OF OFFER

Dear Huzaifa Zaman,

Date: 22nd July 2019

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LETTER OF OFFER

Dear Faisal Saidalavi,

Date: 22nd July 2019

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LETTER OF OFFER

Dear Salahudheen M,

Date: 22nd July 2019

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LETTER OF OFFER

Dear Govar Manan Amin,

Date: 22nd July 2019

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LETTER OF OFFER

Dear Eldho Paul,

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Bangalore 560058 INDIA E: bantia@ecogreenfuels.in W: www.ecogreenfuels.in



LETTER OF OFFER

Dear Rajpurohit Narpatsingh G,

Date: 22nd July 2019

Congratulations and Welcome Aboard!

Eco Green Fuels Pvt Ltd is pleased to appoint you as a Process Engineer – Trainee. Taking charge of your position with effect from 19th August 2019.

Details of the terms of your offer are as under:

1. You will be designated as “ Process Engineer – Trainee” at our Manufacturing Plant at Tumakur.
2. Your Date of commencement of Employment will be starting 19th August 2019 onwards.
3. You will be under probationary period for six months from the date of joining.
4. You will be entitled to receive INR 20,000/- as a net payment per month and will be given basic accommodation facility. You will not be eligible for any other benefits of the company during the probation period.
5. You will not be entitled to avail any leaves during probationary period, any emergency or health related issues, you are required to seek permission from your reporting manager through formal email.
6. You will receive your appointment letter with Salary Structure after you complete your probationary period.
7. Please note that we may terminate your services without any prior notice at any point in time, in case you exhibit poor performance or behaviour during probationary period.
8. Please note, you will not be entitled for receiving any payment in case we terminate your employment any point in time during probationary period.

I personally extend you a warm welcome on behalf of my team at Eco Green Fuels Pvt. Ltd (one of the fastest growing biodiesel company in India) and wish you a meaningful and an enriched experience to earn and to share at our organisation.

With my very warm regards

sd/-

Julesh Bantia

Founder & CEO

Eco Green Fuels Pvt. Ltd.

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LETTER OF OFFER

Dear Abhishek N M,

Date: 22nd July 2019

Congratulations and Welcome Aboard!

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Details of the terms of your offer are as under:

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With my very warm regards

sd/-

Julesh Bantia

Founder & CEO

Eco Green Fuels Pvt. Ltd.

Cell.: +91 9886082899





LETTER OF OFFER

Dear Chandaluri Divya Sri,

Date: 22nd July 2019

Congratulations and Welcome Aboard!

Eco Green Fuels Pvt Ltd is pleased to appoint you as a Process Engineer – Trainee. Taking charge of your position with effect from 19th August 2019.

Details of the terms of your offer are as under:

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LETTER OF OFFER

Dear Minhaj Areekkan,

Date: 22nd July 2019

Congratulations and Welcome Aboard!

Eco Green Fuels Pvt Ltd is pleased to appoint you as a Process Engineer – Trainee. Taking charge of your position with effect from 19th August 2019.

Details of the terms of your offer are as under:

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With my very warm regards

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LETTER OF OFFER

Dear Prashanth Eshwar P,

Date: 22nd July 2019

Congratulations and Welcome Aboard!

Eco Green Fuels Pvt Ltd is pleased to appoint you as a Process Engineer – Trainee. Taking charge of your position with effect from 19th August 2019.

Details of the terms of your offer are as under:

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With my very warm regards

sd/-

Julesh Bantia

Founder & CEO

Eco Green Fuels Pvt. Ltd.

Cell.: +91 9886082899





LETTER OF OFFER

Dear Aswin Dinesan,

Date: 22nd July 2019

Congratulations and Welcome Aboard!

Eco Green Fuels Pvt Ltd is pleased to appoint you as a Process Engineer – Trainee. Taking charge of your position with effect from 19th August 2019.

Details of the terms of your offer are as under:

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LETTER OF OFFER

Dear Alameen S,

Date: 22nd July 2019

Congratulations and Welcome Aboard!

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With my very warm regards

sd/-

Julesh Bantia

Founder & CEO

Eco Green Fuels Pvt. Ltd.

Cell.: +91 9886082899





LETTER OF OFFER

Dear Muhammed Nahas N,

Date: 22nd July 2019

Congratulations and Welcome Aboard!

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LETTER OF OFFER

Dear Seemal Ahamed M,

Date: 22nd July 2019

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LETTER OF OFFER

Dear Adarsh S,

Date: 22nd July 2019

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With my very warm regards

sd/-

Julesh Bantia

Founder & CEO

Eco Green Fuels Pvt. Ltd.

Cell.: +91 9886082899





LETTER OF OFFER

Dear Sandra Jayan,

Date: 22nd July 2019

Congratulations and Welcome Aboard!

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LETTER OF OFFER

Dear Nadella Venkata Moulika Priya,

Date: 22nd July 2019

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LETTER OF OFFER

Dear Rakshith S Dudi,

Date: 22nd July 2019

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Founder & CEO

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LETTER OF OFFER

Dear Jino Joy,

Date: 22nd July 2019

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LETTER OF OFFER

Dear Syed Imaad,

Date: 22nd July 2019

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Julesh Bantia

Founder & CEO

Eco Green Fuels Pvt. Ltd.

Cell.: +91 9886082899



February 14, 2019

B Harish
bossharish7@gmail.com

Dear B Harish,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

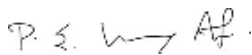

REGISTRAR


Annexure I: Compensation Structure			
Name	B Harish	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Amarnath K S
amar.klw12@gmail.com

Dear Amarnath K S,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.


REGISTRAR


Annexure I: Compensation Structure			
Name	Amarnath K S	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

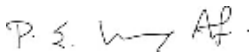
Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S

Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Akshay. P. Krishna
akshay.pkrishna6@gmail.com

Dear Akshay. P. Krishna,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

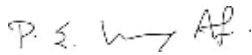

REGISTRAR


Annexure I: Compensation Structure			
Name	Akshay. P. Krishna	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Jeniston G

jeniston.gunasingam@gmail.com

Dear Jeniston G,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.


REGISTRAR


Annexure I: Compensation Structure			
Name	Jeniston G	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd

P. S. Anand P S

Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

[Signature]
REGISTRAR
PRESIDENTY UNIVERSITY
BANGALORE

February 14, 2019

Abdullah Farid Abdullah Almuradi
abdullahfarid1994@gmail.com

Dear Abdullah Farid Abdullah Almuradi,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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A green ink signature is written over a circular blue stamp. The stamp contains the text "REGISTRAR" at the top, "Registrar" in the center, and "PRESIDENCY UNIVERSITY BANGALORE" around the bottom edge.

Annexure I: Compensation Structure			
Name	Abdullah Farid Abdullah Almuradi	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

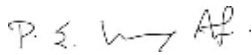
Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S

Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Sreehari M R
sreeharimr83@gmail.com

Dear Sreehari M R,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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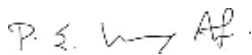
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Annexure I: Compensation Structure			
Name	Sreehari M R	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance





February 14, 2019

Ahamed Sharun
sharun607@gmail.com

Dear Ahamed Sharun,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

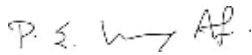

REGISTRAR


Annexure I: Compensation Structure			
Name	Ahamed Sharun	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Prajith P
prajith98praji@gmail.com

Dear Prajith P,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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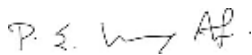

REGISTRAR


Annexure I: Compensation Structure			
Name	Prajith P	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Arish Mohammed Shaji
arishmohammedshaji@gmail.com

Dear Arish Mohammed Shaji,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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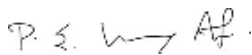
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Annexure I: Compensation Structure			
Name	Arish Mohammed Shaji	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Sefuvan
sefuvanpulikkal@gmail.com

Dear Sefuvan,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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Annexure I: Compensation Structure			
Name	Sefuvan	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd

P. S. Anand P S

Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

[Signature]
REGISTRAR
PRESIDENTY UNIVERSITY
BANGALORE

February 14, 2019

Arun Mathew James
arunmj1843@gmail.com

Dear Arun Mathew James,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

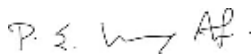

REGISTRAR


Annexure I: Compensation Structure			
Name	Arun Mathew James	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Zahid N Abdulla
limelight033@gmail.com

Dear Zahid N Abdulla,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

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We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

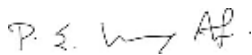

REGISTRAR


Annexure I: Compensation Structure			
Name	Zahid N Abdulla	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Muhammed S
m62623638@gmail.com

Dear Muhammed S,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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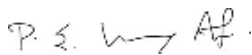
A green ink signature is written over a blue circular stamp. The stamp contains the text "REGISTRAR" at the top, "Presidency University" in the middle, and "BANGALORE" at the bottom, with a star on each side.

Annexure I: Compensation Structure			
Name	Muhammed S	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance





February 14, 2019

Nawaz Tara
nawaztara90@gmail.com

Dear Nawaz Tara,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.


REGISTRAR


The signature is in green ink. The seal is circular, blue, and contains the text "PRESIDENCY UNIVERSITY" at the top, "Registrar" in the center, and "BANGALORE" at the bottom.

Annexure I: Compensation Structure			
Name	Nawaz Tara	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd

P. S. Anand P S

Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

[Signature]
REGISTRAR
PRESIDENTY UNIVERSITY
BANGALORE

February 14, 2019

Shebeer Ahamed. A
shebeerahameda@gmail.com

Dear Shebeer Ahamed. A,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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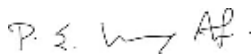
A green ink signature is written over a blue circular stamp. The stamp contains the text "REGISTRAR" at the top, "Registrar" in the center, and "PRESIDENCY UNIVERSITY BANGALORE" around the bottom edge.

Annexure I: Compensation Structure			
Name	Shebeer Ahamed. A	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
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Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Balu V B
baluvb99@gmail.com

Dear Balu V B,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

A green handwritten signature is written over a blue circular official seal. The seal contains the text "REGISTRAR" at the top, "PRESIDENCY UNIVERSITY" around the inner edge, "Registrar" in the center, and "BANGALORE" at the bottom.

Annexure I: Compensation Structure			
Name	Balu V B	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

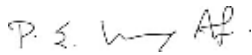
Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S

Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Aju John
aju.k.john08@gmail.com

Dear Aju John,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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REGISTRAR


Annexure I: Compensation Structure			
Name	Aju John	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

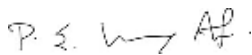
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*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S

Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Mahesha M Y
maheshyathnallir@gmail.com.com

Dear Mahesha M Y,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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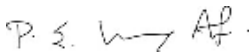

REGISTRAR


Annexure I: Compensation Structure			
Name	Mahesha M Y	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Bhargav Y
bhargavy10@gmail.com

Dear Bhargav Y,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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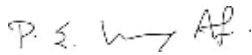

REGISTRAR


Annexure I: Compensation Structure			
Name	Bhargav Y	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
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Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Shahid Afridi
kingshahid9632@gmail.com

Dear Shahid Afridi,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

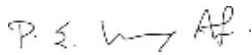
A green ink signature is written over a blue circular stamp. The stamp contains the text "REGISTRAR" at the top, "Registrar" in the center, and "PRESIDENCY UNIVERSITY BANGALORE" around the bottom edge.

Annexure I: Compensation Structure			
Name	Shahid Afridi	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Mohammed Tahir Rehman Sabiri
rmtahir97@gmail.com

Dear Mohammed Tahir Rehman Sabiri,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

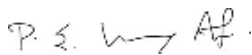
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Annexure I: Compensation Structure			
Name	Mohammed Tahir Rehman Sabiri	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Arjun Raj G
ramulu.arjun01@gmail.com

Dear Arjun Raj G,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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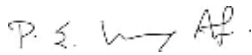
A green ink signature is written over a blue circular official seal. The seal contains the text "REGISTRAR" at the top, "Registrar" in the center, and "PRESIDENCY UNIVERSITY BANGALORE" around the bottom edge.

Annexure I: Compensation Structure			
Name	Arjun Raj G	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Akash T
akashmom007@gmail.com

Dear Akash T,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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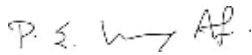

REGISTRAR


Annexure I: Compensation Structure			
Name	Akash T	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
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Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Hemanth Kumar M S
kamashemanth.ms@gmail.com

Dear Hemanth Kumar M S,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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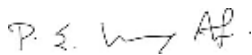
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Annexure I: Compensation Structure			
Name	Hemanth Kumar M S	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Deendayal Gupta
deendayalguptar1996@gmail.com

Dear Deendayal Gupta,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

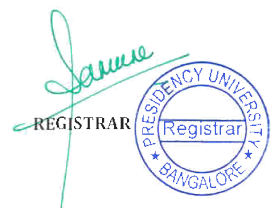
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We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

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Annexure I: Compensation Structure			
Name	Deendayal Gupta	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd

P. S. Anand P S

Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

[Signature]
REGISTRAR
PRESIDENTY UNIVERSITY
BANGALORE

February 14, 2019

Rakesh P
rakeshrockey1995@gmail.com

Dear Rakesh P,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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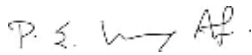
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Annexure I: Compensation Structure			
Name	Rakesh P	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Prithvi Sindhe S
prithvi24397@gmail.com

Dear Prithvi Sindhe S,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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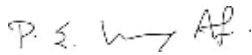
A green ink signature is written over a circular blue stamp. The stamp contains the text "REGISTRAR" at the top, "Presidency University" in the middle, and "BANGALORE" at the bottom, with two stars on either side.

Annexure I: Compensation Structure			
Name	Prithvi Sindhe S	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Belshaj T P
belshaj@gmail.com

Dear Belshaj T P,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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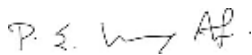
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Annexure I: Compensation Structure			
Name	Belshaj T P	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Vignesh B
vigneshb5357@gmail.com

Dear Vignesh B,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

A green ink signature is written over a blue circular stamp. The stamp contains the text "REGISTRAR" at the top, "Registrar" in the center, and "PRESIDENCY UNIVERSITY BANGALORE" around the bottom edge.

Annexure I: Compensation Structure			
Name	Vignesh B	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd

P. S. Anand P S

Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

[Signature]
REGISTRAR
PRESIDENTY UNIVERSITY
BANGALORE

February 14, 2019

Inayat Muke
inayatmuke30@gmail.com

Dear Inayat Muke,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

A green ink signature is written over a circular blue stamp. The stamp contains the text "REGISTRAR" at the top, "Presidency University" in the center, and "BANGALORE" at the bottom, with small stars on either side of the word "BANGALORE".

Annexure I: Compensation Structure			
Name	Inayat Muke	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

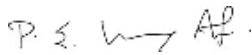
Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S

Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Vishwanath Bhimappa Naikar
vnaikar48@gmail.com

Dear Vishwanath Bhimappa Naikar,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

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We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

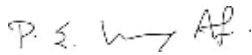
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Annexure I: Compensation Structure			
Name	Vishwanath Bhimappa Naikar	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Mohammad Nouman
mohammadnouman887@gmail.com

Dear Mohammad Nouman,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

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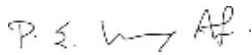
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Annexure I: Compensation Structure			
Name	Mohammad Nouman	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

*If the employee opts out of the Provident Fund facility, the Contribution to the same shall be appropriately adjusted into the Special Allowance and paid out.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Pramod Kumar N
pramodkumar595350@gmail.com

Dear Pramod Kumar N,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

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Annexure I: Compensation Structure			
Name	Pramod Kumar N	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

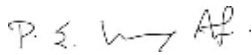
Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S

Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Mohammadrafiq Gous Sab Mujawar
rafiq51297@gmail.com

Dear Mohammadrafiq Gous Sab Mujawar,

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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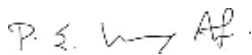
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Annexure I: Compensation Structure			
Name	Mohammadrafiq Gous Sab Mujawar	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd



Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



February 14, 2019

Sreejith P S
sreejithPS619@gmail.com

Dear Sreejith P S

Further to our interactions with you, we are pleased to offer you the position of **Associate - Training** with the Technology Practice at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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Upon confirmation of employment, you will be inducted as an **Associate - Training** with an Annual CTC of **Rs.288000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 3 days from the date of offer.

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Annexure I: Compensation Structure			
Name	Sreejith P S	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		96000
2	House Rent Allowance		38400
3	Medical Allowance		15000
4	Conveyance Allowance		19200
5	Special Allowance		49800
6	Provident Fund (Employer Contribution)		21600
	Total Fixed Pay per annum		240000
	Annual Performance Linked Pay (Maximum)		48000
	Total Cost to Company		288000

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

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Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd

P. S. Anand P S

Vijay Anand P S
Vice President – Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

[Signature]
REGISTRAR
PRESIDENTY UNIVERSITY
BANGALORE

28th August, 2020

**To,
Mr. Bibin M**

Dear Bibin

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

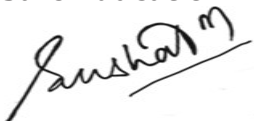
Find below compensation details:

During the first month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first month is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from second month and arrears of the first month will also be paid to you.

If in case you fail to achieve the target for first month, then extension of one more month will be given at a remuneration of **25,000/-pm**.

Particulars	(Amount in Rupees.)	
	Per Month	Per Annum
Basic Salary	16,000	1,92,000
House Rent Allowance	8,000	96,000
Transport Reimbursement	1,600	19,200
Telephone Reimbursement	500	6,000
Statutory Bonus (Paid Monthly)	1,400	16,800
Special Allowance	12,500	1,50,000
Total	40,000	4,80,000
Daily Travel Reimbursement	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	10,000	1,20,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	2,000	24,000
CTC: Six Lakh Sixty Thousand only p.a.	55,000	6,60,000

Regards,
Jaro Education



Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _____ Dated _____



Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

28th August, 2020

**To,
Mr. Adarsh Ganesh Hegde**

Dear Adarsh

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

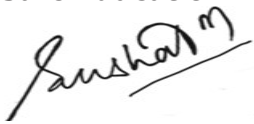
Find below compensation details:

During the first month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first month is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from second month and arrears of the first month will also be paid to you.

If in case you fail to achieve the target for first month, then extension of one more month will be given at a remuneration of **25,000/-pm**.

Particulars	(Amount in Rupees.)	
	Per Month	Per Annum
Basic Salary	16,000	1,92,000
House Rent Allowance	8,000	96,000
Transport Reimbursement	1,600	19,200
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Statutory Bonus (Paid Monthly)	1,400	16,800
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Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	2,000	24,000
CTC: Six Lakh Sixty Thousand only p.a.	55,000	6,60,000

**Regards,
Jaro Education**



**Sushant Mallya
General Manager – Human Resource**

I agree to the above terms & conditions _____ Dated _____



Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

28th August, 2020

**To,
Mr. Hemanth Kumar M**

Dear Hemanth

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

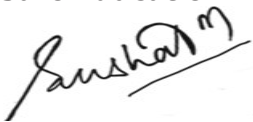
Find below compensation details:

During the first month (including training) you would be paid remuneration of **Rs.25,000/-pm**. If target of first month is achieved (100%) then your salary will be revised to **Rs.40,000/-pm** (As per below table) effective from second month and arrears of the first month will also be paid to you.

If in case you fail to achieve the target for first month, then extension of one more month will be given at a remuneration of **25,000/-pm**.

Particulars	(Amount in Rupees.)	
	Per Month	Per Annum
Basic Salary	16,000	1,92,000
House Rent Allowance	8,000	96,000
Transport Reimbursement	1,600	19,200
Telephone Reimbursement	500	6,000
Statutory Bonus (Paid Monthly)	1,400	16,800
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Regards,
Jaro Education



Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _____ Dated _____



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28th August, 2020

**To,
Mr. Harish B N**

Dear Harish

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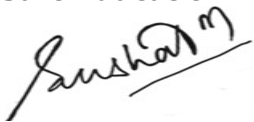
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28th August, 2020

**To,
Mr. Vijay Kumar M**

Dear Vijay

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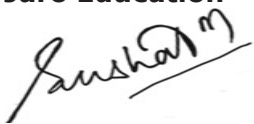
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28th August, 2020

**To,
Mr. Joel Charles Pathi**

Dear Joel

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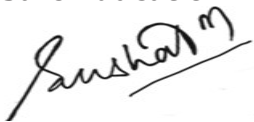
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28th August, 2020

**To,
Mr. Nemichand Suthar**

Dear Nemichand

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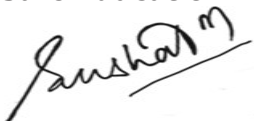
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28th August, 2020

**To,
Mr. Sagar Kattimani**

Dear Sagar

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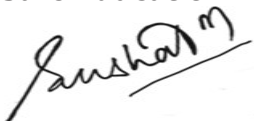
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28th August, 2020

**To,
Mr. Nirmal Rishi Virenbhai**

Dear Nirmal

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28th August, 2020

**To,
Mr. Manikandan P**

Dear Manikandan

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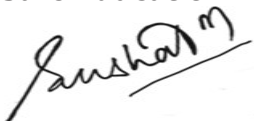
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28th August, 2020

To,
Mr. Shivam Yadav

Dear Shivam

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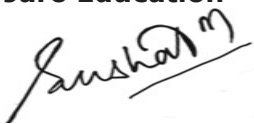
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28th August, 2020

**To,
Mr. Dhananjay Mishra**

Dear Dhananjay

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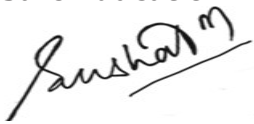
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28th August, 2020

To,
Mr. Akash M Singh

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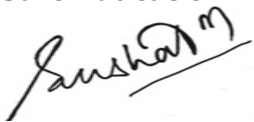
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28th August, 2020

**To,
Mr. Arjun A**

Dear Arjun

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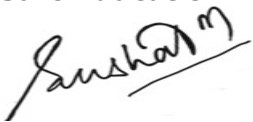
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**To,
Mr. Johann Alexander Manoj**

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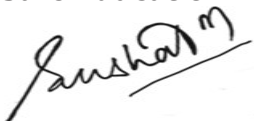
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CTC: Six Lakh Sixty Thousand only p.a.	55,000	6,60,000

Regards,
Jaro Education



Sushant Mallya
General Manager – Human Resource

I agree to the above terms & conditions _____ Dated _____



Jaro Institute of Technology Management and Research Limited

Registered Office : 11th Floor, Vikas Centre, Dr. C. G. Road, Near Basant Theatre, Chembur (E), Mumbai - 400 074, India.

CIN: U80301MH2009PLC193957 | Tel: +91-22-61439700 | www.jaro.in | Email: comp@jaro.in

28th August, 2020

**To,
Mr. Hemanth N V Pradeep Kumar Boppe**

Dear Hemanth

This has reference to the interview and discussion we had with you. We are pleased to offer you a position of "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you will be re-designated as "Career Development Officer".

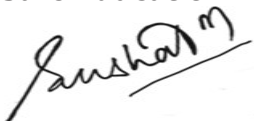
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If in case you fail to achieve the target for first month, then extension of one more month will be given at a remuneration of **25,000/-pm**.

Particulars	(Amount in Rupees.)	
	Per Month	Per Annum
Basic Salary	16,000	1,92,000
House Rent Allowance	8,000	96,000
Transport Reimbursement	1,600	19,200
Telephone Reimbursement	500	6,000
Statutory Bonus (Paid Monthly)	1,400	16,800
Special Allowance	12,500	1,50,000
Total	40,000	4,80,000
Daily Travel Reimbursement	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	10,000	1,20,000
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28th August, 2020

**To,
Mr. Imrankhan Amanullahkhan Pathan**

Dear Imrankhan

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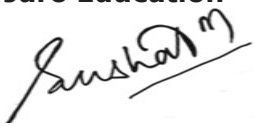
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28th August, 2020

**To,
Mr. Abhishek C M**

Dear Abhishek

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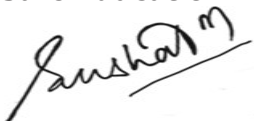
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28th August, 2020

**To,
Mr. Syed Mustaqeem**

Dear Syed

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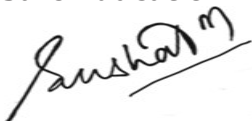
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14-02-2019

Dear **Amaan Baig**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a "**Curriculum Designer**" in our **Team at Bangalore**. We are sure your valuable experience and passion to excel will be of great value to Vedantu and will help Vedantu move faster towards its Global vision. We are looking forward to your date of joining on **25-02-2019**.

Your fixed remuneration would be INR 3,00,000 (Three Lakh Thirty Rupees only) per annum.

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- If you are guilty of fraud.

Cheers!

Anand Prakash

Director & Co-founder

Vedantu Innovations Pvt. Ltd.


REGISTRAR


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CIIN: U72900KA2011PTC060958

www.vedantu.com

14-02-2019

Dear **Sai Sanjeeth Raj Pisupaty**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a "**Curriculum Designer**" in our **Team at Bangalore**. We are sure your valuable experience and passion to excel will be of great value to Vedantu and will help Vedantu move faster towards its Global vision. We are looking forward to your date of joining on **25-02-2019**.

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Dear **Pavani Saisasank**

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14-02-2019

Dear **Harshitha G N**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a "**Curriculum Designer**" in our **Team at Bangalore**. We are sure your valuable experience and passion to excel will be of great value to Vedantu and will help Vedantu move faster towards its Global vision. We are looking forward to your date of joining on **25-02-2019**.

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Dear **Mohammed Mirza K P**

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14-02-2019

Dear **Nadiya Kulsum**

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14-02-2019

Dear **Gagana D**

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Dear **Jaseem Ashraf**

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14-02-2019

Dear **Devisetty Tirumala Gowri Siva Prasad**

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Dear **Chalamalasetty Dinesh Kumar**

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14-02-2019

Dear **Raasi G**

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14-02-2019

Dear **Chowtoori Lahari**

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14-02-2019

Dear **Aysha Sayed Iqbal**

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Cheers!

Anand Prakash

Director & Co-founder

Vedantu Innovations Pvt. Ltd.


REGISTRAR


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CIIN: U72900KA2011PTC060958

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14-02-2019

Dear **Shijin M**

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Dear **Pruthvi Balaji**

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Dear **Arati Eammi**

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Dear **Roopith H B**

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Dear **S Sachin**

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Dear **Thanush A V**

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Dear **Hemanthkumar S**

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Dear **Mir Jafar Abbas**

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Dear **Bijoy Antony C**

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Dear **Bharath V**

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Dear **Anand Hiralal Bhayya**

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Dear **Aravind A**

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Dear **Manu Sathyan**

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Dear **Bestin Mathew**

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Dear **Jamshid. K.T.**

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www.vedantu.com



Letter of Offer

30 January 2019

Dear Vamsi Krishna Achari K,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019. You will be a Trainee in the program. The bootcamp will enable you with the skillsets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Bangalore, Delhi NCR, Mumbai and Hyderabad.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

As you will be aware, common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30 AM through 6.30 PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfil your commitment to us.

Please convey your acceptance of this offer on e-mail by 31 January 2019, failing which this offer stands withdrawn. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager
MountBlue Technologies Private Limited



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Appendix-1

Training Phase

- This phase starts with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019 and lasts for 12-15 weeks
- The bootcamp will consist of training on full stack coding in Python, JavaScript, Android, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups based out of Bangalore and other cities
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR 10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 26K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue **~INR 3.92L**
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- You will deposit your certificates in original with MountBlue technologies for verification and safekeeping. These certificates will be returned to you after the successful completion of the Deployment Phase
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum





BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
 - 8 GB RAM
 - Operating System – Linux/Mac OS. You can install your choice of Linux in most machines.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration

Sanne

REGISTRAR





Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By **31 January 2019**
- Signing of Documentation and Submission of Documents: By **4 February 2019**

Documents

- The following documents need to be submitted to the organization:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshToHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

Fin Tech

- **ZestMoney:** One of India's leading consumer lending platforms. Backed by Xiaomi and Alteria Capital
 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicepay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicepay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

Blockchain & Cryptocurrencies

- **Unocoin:** India's leading cryptoassets and blockchain company. Backed by Blume Ventures. <https://www.unocoin.com/>

AI/ ML/ Big Data

- **Active.AI:** India's leading AI/ML company that offers chatbots for large banks to interact with their customers. Funded by leading VC funds like Kalaari and IDG ventures. Coverage:
 - <https://yourstory.com/2017/07/active-ai-omni-channel-platform-banks-customer-engagement/>
 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

- **Info Edge:** Owner of the leading online properties- Naukri, Jeevansaathi, Shiksha, 99acres. One of the few listed internet companies in India. Investor and significant shareholder of ventures like Zomato, PolicyBazaar, Meritnation etc.



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BYOD (Bring your own Device)

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- Below are the minimum specifications for the laptop
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Sanne

REGISTRAR





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 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshtoHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

Fin Tech

- **ZestMoney:** One of India's leading consumer lending platforms. Backed by Xiaomi and Alteria Capital
 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicepay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicepay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

Blockchain & Cryptocurrencies

- **Unocoin:** India's leading cryptoassets and blockchain company. Backed by Blume Ventures. <https://www.unocoin.com/>

AI/ ML/ Big Data

- **Active.AI:** India's leading AI/ML company that offers chatbots for large banks to interact with their customers. Funded by leading VC funds like Kalaari and IDG ventures. Coverage:
 - <https://yourstory.com/2017/07/active-ai-omni-channel-platform-banks-customer-engagement/>
 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

- **Info Edge:** Owner of the leading online properties- Naukri, Jeevansaathi, Shiksha, 99acres. One of the few listed internet companies in India. Investor and significant shareholder of ventures like Zomato, PolicyBazaar, Meritnation etc.

Sanne

REGISTRAR



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Letter of Offer

30 January 2019

Dear Khan Bilal Sharfuddin,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019. You will be a Trainee in the program. The bootcamp will enable you with the skillsets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Bangalore, Delhi NCR, Mumbai and Hyderabad.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

As you will be aware, common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30 AM through 6.30 PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately. Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfil your commitment to us.

Please convey your acceptance of this offer on e-mail by 31 January 2019, failing which this offer stands withdrawn. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager
MountBlue Technologies Private Limited



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Appendix-1

Training Phase

- This phase starts with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019 and lasts for 12-15 weeks
- The bootcamp will consist of training on full stack coding in Python, JavaScript, Android, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups based out of Bangalore and other cities
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR 10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 26K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue **~INR 3.92L**
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- You will deposit your certificates in original with MountBlue technologies for verification and safekeeping. These certificates will be returned to you after the successful completion of the Deployment Phase
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum





BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
 - 8 GB RAM
 - Operating System – Linux/Mac OS. You can install your choice of Linux in most machines.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration

Sanne

REGISTRAR





Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By **31 January 2019**
- Signing of Documentation and Submission of Documents: By **4 February 2019**

Documents

- The following documents need to be submitted to the organization:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshtoHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

Fin Tech

- **ZestMoney:** One of India's leading consumer lending platforms. Backed by Xiaomi and Alteria Capital
 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicepay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicepay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

Blockchain & Cryptocurrencies

- **Unocoin:** India's leading cryptoassets and blockchain company. Backed by Blume Ventures. <https://www.unocoin.com/>

AI/ ML/ Big Data

- **Active.AI:** India's leading AI/ML company that offers chatbots for large banks to interact with their customers. Funded by leading VC funds like Kalaari and IDG ventures. Coverage:
 - <https://yourstory.com/2017/07/active-ai-omni-channel-platform-banks-customer-engagement/>
 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

- **Info Edge:** Owner of the leading online properties- Naukri, Jeevansaathi, Shiksha, 99acres. One of the few listed internet companies in India. Investor and significant shareholder of ventures like Zomato, PolicyBazaar, Meritnation etc.

Sanne

REGISTRAR



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Letter of Offer

30 January 2019

Dear Nandeep R,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019. You will be a Trainee in the program. The bootcamp will enable you with the skillsets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Bangalore, Delhi NCR, Mumbai and Hyderabad.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

As you will be aware, common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30 AM through 6.30 PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately. Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfil your commitment to us.

Please convey your acceptance of this offer on e-mail by 31 January 2019, failing which this offer stands withdrawn. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager
MountBlue Technologies Private Limited



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Appendix-1

Training Phase

- This phase starts with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019 and lasts for 12-15 weeks
- The bootcamp will consist of training on full stack coding in Python, JavaScript, Android, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups based out of Bangalore and other cities
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR 10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 26K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue **~INR 3.92L**
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- You will deposit your certificates in original with MountBlue technologies for verification and safekeeping. These certificates will be returned to you after the successful completion of the Deployment Phase
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum





BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
 - 8 GB RAM
 - Operating System – Linux/Mac OS. You can install your choice of Linux in most machines.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration

Sanne

REGISTRAR





Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By **31 January 2019**
- Signing of Documentation and Submission of Documents: By **4 February 2019**

Documents

- The following documents need to be submitted to the organization:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshToHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

Fin Tech

- **ZestMoney:** One of India's leading consumer lending platforms. Backed by Xiaomi and Alteria Capital
 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicepay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicepay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

Blockchain & Cryptocurrencies

- **Unocoin:** India's leading cryptoassets and blockchain company. Backed by Blume Ventures.
<https://www.unocoin.com/>

AI/ ML/ Big Data

- **Active.AI:** India's leading AI/ML company that offers chatbots for large banks to interact with their customers. Funded by leading VC funds like Kalaari and IDG ventures. Coverage:
 - <https://yourstory.com/2017/07/active-ai-omni-channel-platform-banks-customer-engagement/>
 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

- **Info Edge:** Owner of the leading online properties- Naukri, Jeevansaathi, Shiksha, 99acres. One of the few listed internet companies in India. Investor and significant shareholder of ventures like Zomato, PolicyBazaar, Meritnation etc.

Sanne

REGISTRAR



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Letter of Offer

30 January 2019

Dear Gali Kishore Kumar Reddy,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019. You will be a Trainee in the program. The bootcamp will enable you with the skillsets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Bangalore, Delhi NCR, Mumbai and Hyderabad.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

As you will be aware, common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30 AM through 6.30 PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately. Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfil your commitment to us.

Please convey your acceptance of this offer on e-mail by 31 January 2019, failing which this offer stands withdrawn. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager
MountBlue Technologies Private Limited



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Appendix-1

Training Phase

- This phase starts with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019 and lasts for 12-15 weeks
- The bootcamp will consist of training on full stack coding in Python, JavaScript, Android, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups based out of Bangalore and other cities
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR 10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 26K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue **~INR 3.92L**
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- You will deposit your certificates in original with MountBlue technologies for verification and safekeeping. These certificates will be returned to you after the successful completion of the Deployment Phase
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum





BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
 - 8 GB RAM
 - Operating System – Linux/Mac OS. You can install your choice of Linux in most machines.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration





Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By **31 January 2019**
- Signing of Documentation and Submission of Documents: By **4 February 2019**

Documents

- The following documents need to be submitted to the organization:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshToHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

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 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

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 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





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 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicepay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicepay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

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- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

Blockchain & Cryptocurrencies

- **Unocoin:** India's leading cryptoassets and blockchain company. Backed by Blume Ventures. <https://www.unocoin.com/>

AI/ ML/ Big Data

- **Active.AI:** India's leading AI/ML company that offers chatbots for large banks to interact with their customers. Funded by leading VC funds like Kalaari and IDG ventures. Coverage:
 - <https://yourstory.com/2017/07/active-ai-omni-channel-platform-banks-customer-engagement/>
 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

- **Info Edge:** Owner of the leading online properties- Naukri, Jeevansaathi, Shiksha, 99acres. One of the few listed internet companies in India. Investor and significant shareholder of ventures like Zomato, PolicyBazaar, Meritnation etc.

Sanne

REGISTRAR



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Letter of Offer

30 January 2019

Dear Irshad M Shirol,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019. You will be a Trainee in the program. The bootcamp will enable you with the skillsets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Bangalore, Delhi NCR, Mumbai and Hyderabad.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

As you will be aware, common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30 AM through 6.30 PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfil your commitment to us.

Please convey your acceptance of this offer on e-mail by 31 January 2019, failing which this offer stands withdrawn. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager
MountBlue Technologies Private Limited



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Appendix-1

Training Phase

- This phase starts with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019 and lasts for 12-15 weeks
- The bootcamp will consist of training on full stack coding in Python, JavaScript, Android, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups based out of Bangalore and other cities
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR 10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 26K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue **~INR 3.92L**
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- You will deposit your certificates in original with MountBlue technologies for verification and safekeeping. These certificates will be returned to you after the successful completion of the Deployment Phase
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum





BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
 - 8 GB RAM
 - Operating System – Linux/Mac OS. You can install your choice of Linux in most machines.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration

Sanne

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Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By **31 January 2019**
- Signing of Documentation and Submission of Documents: By **4 February 2019**

Documents

- The following documents need to be submitted to the organization:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshtoHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

Fin Tech

- **ZestMoney:** One of India's leading consumer lending platforms. Backed by Xiaomi and Alteria Capital
 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicepay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicepay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

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AI/ ML/ Big Data

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 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

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Sanne

REGISTRAR



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4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Letter of Offer

30 January 2019

Dear Sharon Mark,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019. You will be a Trainee in the program. The bootcamp will enable you with the skillsets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Bangalore, Delhi NCR, Mumbai and Hyderabad.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

As you will be aware, common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30 AM through 6.30 PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfil your commitment to us.

Please convey your acceptance of this offer on e-mail by 31 January 2019, failing which this offer stands withdrawn. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager
MountBlue Technologies Private Limited



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Appendix-1

Training Phase

- This phase starts with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019 and lasts for 12-15 weeks
- The bootcamp will consist of training on full stack coding in Python, JavaScript, Android, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups based out of Bangalore and other cities
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR 10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 26K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue **~INR 3.92L**
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- You will deposit your certificates in original with MountBlue technologies for verification and safekeeping. These certificates will be returned to you after the successful completion of the Deployment Phase
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum





BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
 - 8 GB RAM
 - Operating System – Linux/Mac OS. You can install your choice of Linux in most machines.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration

Sanne

REGISTRAR





Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By **31 January 2019**
- Signing of Documentation and Submission of Documents: By **4 February 2019**

Documents

- The following documents need to be submitted to the organization:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshtoHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

Fin Tech

- **ZestMoney:** One of India's leading consumer lending platforms. Backed by Xiaomi and Alteria Capital
 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicepay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicepay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

Blockchain & Cryptocurrencies

- **Unocoin:** India's leading cryptoassets and blockchain company. Backed by Blume Ventures. <https://www.unocoin.com/>

AI/ ML/ Big Data

- **Active.AI:** India's leading AI/ML company that offers chatbots for large banks to interact with their customers. Funded by leading VC funds like Kalaari and IDG ventures. Coverage:
 - <https://yourstory.com/2017/07/active-ai-omni-channel-platform-banks-customer-engagement/>
 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

- **Info Edge:** Owner of the leading online properties- Naukri, Jeevansaathi, Shiksha, 99acres. One of the few listed internet companies in India. Investor and significant shareholder of ventures like Zomato, PolicyBazaar, Meritnation etc.

Sanne

REGISTRAR



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Letter of Offer

30 January 2019

Dear Sandeep Kumar,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019. You will be a Trainee in the program. The bootcamp will enable you with the skillsets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Bangalore, Delhi NCR, Mumbai and Hyderabad.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

As you will be aware, common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30 AM through 6.30 PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately. Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfil your commitment to us.

Please convey your acceptance of this offer on e-mail by 31 January 2019, failing which this offer stands withdrawn. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager
MountBlue Technologies Private Limited



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Appendix-1

Training Phase

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Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR 10K per month
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- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- You will deposit your certificates in original with MountBlue technologies for verification and safekeeping. These certificates will be returned to you after the successful completion of the Deployment Phase
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum



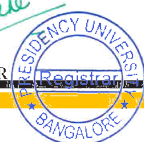


BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
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 - Operating System – Linux/Mac OS. You can install your choice of Linux in most machines.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration

Sanne

REGISTRAR





Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By **31 January 2019**
- Signing of Documentation and Submission of Documents: By **4 February 2019**

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- The following documents need to be submitted to the organization:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshtoHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

Fin Tech

- **ZestMoney:** One of India's leading consumer lending platforms. Backed by Xiaomi and Alteria Capital
 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicepay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicepay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

Blockchain & Cryptocurrencies

- **Unocoin:** India's leading cryptoassets and blockchain company. Backed by Blume Ventures. <https://www.unocoin.com/>

AI/ ML/ Big Data

- **Active.AI:** India's leading AI/ML company that offers chatbots for large banks to interact with their customers. Funded by leading VC funds like Kalaari and IDG ventures. Coverage:
 - <https://yourstory.com/2017/07/active-ai-omni-channel-platform-banks-customer-engagement/>
 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

- **Info Edge:** Owner of the leading online properties- Naukri, Jeevansaathi, Shiksha, 99acres. One of the few listed internet companies in India. Investor and significant shareholder of ventures like Zomato, PolicyBazaar, Meritnation etc.

Sanne

REGISTRAR



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Letter of Offer

30 January 2019

Dear Somashekar S P,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019. You will be a Trainee in the program. The bootcamp will enable you with the skillsets for effective deployment post the bootcamp. Your deployment will be at one the following cities: Bangalore, Delhi NCR, Mumbai and Hyderabad.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

As you will be aware, common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30 AM through 6.30 PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfil your commitment to us.

Please convey your acceptance of this offer on e-mail by 31 January 2019, failing which this offer stands withdrawn. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager
MountBlue Technologies Private Limited



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Appendix-1

Training Phase

- This phase starts with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019 and lasts for 12-15 weeks
- The bootcamp will consist of training on full stack coding in Python, JavaScript, Android, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups based out of Bangalore and other cities
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR 10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 26K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue **~INR 3.92L**
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- You will deposit your certificates in original with MountBlue technologies for verification and safekeeping. These certificates will be returned to you after the successful completion of the Deployment Phase
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum





BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
 - 8 GB RAM
 - Operating System – Linux/Mac OS. You can install your choice of Linux in most machines.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration

Sanne

REGISTRAR





Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By **31 January 2019**
- Signing of Documentation and Submission of Documents: By **4 February 2019**

Documents

- The following documents need to be submitted to the organization:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshToHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

Fin Tech

- **ZestMoney:** One of India's leading consumer lending platforms. Backed by Xiaomi and Alteria Capital
 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicepay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicepay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

Blockchain & Cryptocurrencies

- **Unocoin:** India's leading cryptoassets and blockchain company. Backed by Blume Ventures. <https://www.unocoin.com/>

AI/ ML/ Big Data

- **Active.AI:** India's leading AI/ML company that offers chatbots for large banks to interact with their customers. Funded by leading VC funds like Kalaari and IDG ventures. Coverage:
 - <https://yourstory.com/2017/07/active-ai-omni-channel-platform-banks-customer-engagement/>
 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

- **Info Edge:** Owner of the leading online properties- Naukri, Jeevansaathi, Shiksha, 99acres. One of the few listed internet companies in India. Investor and significant shareholder of ventures like Zomato, PolicyBazaar, Meritnation etc.

Sanne

REGISTRAR



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Letter of Offer

30 January 2019

Dear Pradeesh P Pauly,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019. You will be a Trainee in the program. The bootcamp will enable you with the skillsets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Bangalore, Delhi NCR, Mumbai and Hyderabad.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

As you will be aware, common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30 AM through 6.30 PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfil your commitment to us.

Please convey your acceptance of this offer on e-mail by 31 January 2019, failing which this offer stands withdrawn. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager
MountBlue Technologies Private Limited



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Appendix-1

Training Phase

- This phase starts with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019 and lasts for 12-15 weeks
- The bootcamp will consist of training on full stack coding in Python, JavaScript, Android, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups based out of Bangalore and other cities
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR 10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 26K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue **~INR 3.92L**
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- You will deposit your certificates in original with MountBlue technologies for verification and safekeeping. These certificates will be returned to you after the successful completion of the Deployment Phase
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum





BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
 - 8 GB RAM
 - Operating System – Linux/Mac OS. You can install your choice of Linux in most machines.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration

Sanne

REGISTRAR





Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By **31 January 2019**
- Signing of Documentation and Submission of Documents: By **4 February 2019**

Documents

- The following documents need to be submitted to the organization:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshtoHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

Fin Tech

- **ZestMoney:** One of India's leading consumer lending platforms. Backed by Xiaomi and Alteria Capital
 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicepay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicepay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

Blockchain & Cryptocurrencies

- **Unocoin:** India's leading cryptoassets and blockchain company. Backed by Blume Ventures. <https://www.unocoin.com/>

AI/ ML/ Big Data

- **Active.AI:** India's leading AI/ML company that offers chatbots for large banks to interact with their customers. Funded by leading VC funds like Kalaari and IDG ventures. Coverage:
 - <https://yourstory.com/2017/07/active-ai-omni-channel-platform-banks-customer-engagement/>
 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

- **Info Edge:** Owner of the leading online properties- Naukri, Jeevansaathi, Shiksha, 99acres. One of the few listed internet companies in India. Investor and significant shareholder of ventures like Zomato, PolicyBazaar, Meritnation etc.

Sanne

REGISTRAR



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Letter of Offer

30 January 2019

Dear Nikhil Kivade,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019. You will be a Trainee in the program. The bootcamp will enable you with the skillsets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Bangalore, Delhi NCR, Mumbai and Hyderabad.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

As you will be aware, common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30 AM through 6.30 PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfil your commitment to us.

Please convey your acceptance of this offer on e-mail by 31 January 2019, failing which this offer stands withdrawn. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager
MountBlue Technologies Private Limited



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Appendix-1

Training Phase

- This phase starts with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019 and lasts for 12-15 weeks
- The bootcamp will consist of training on full stack coding in Python, JavaScript, Android, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups based out of Bangalore and other cities
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR 10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 26K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue **~INR 3.92L**
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- You will deposit your certificates in original with MountBlue technologies for verification and safekeeping. These certificates will be returned to you after the successful completion of the Deployment Phase
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum





BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
 - 8 GB RAM
 - Operating System – Linux/Mac OS. You can install your choice of Linux in most machines.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration

Sanne

REGISTRAR





Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By **31 January 2019**
- Signing of Documentation and Submission of Documents: By **4 February 2019**

Documents

- The following documents need to be submitted to the organization:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshtoHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

Fin Tech

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 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicepay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicepay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

Blockchain & Cryptocurrencies

- **Unocoin:** India's leading cryptoassets and blockchain company. Backed by Blume Ventures. <https://www.unocoin.com/>

AI/ ML/ Big Data

- **Active.AI:** India's leading AI/ML company that offers chatbots for large banks to interact with their customers. Funded by leading VC funds like Kalaari and IDG ventures. Coverage:
 - <https://yourstory.com/2017/07/active-ai-omni-channel-platform-banks-customer-engagement/>
 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

- **Info Edge:** Owner of the leading online properties- Naukri, Jeevansaathi, Shiksha, 99acres. One of the few listed internet companies in India. Investor and significant shareholder of ventures like Zomato, PolicyBazaar, Meritnation etc.

Sanne

REGISTRAR



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Letter of Offer

30 January 2019

Dear Hemanth N,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019. You will be a Trainee in the program. The bootcamp will enable you with the skillsets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Bangalore, Delhi NCR, Mumbai and Hyderabad.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

As you will be aware, common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30 AM through 6.30 PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately. Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfil your commitment to us.

Please convey your acceptance of this offer on e-mail by 31 January 2019, failing which this offer stands withdrawn. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager
MountBlue Technologies Private Limited



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Appendix-1

Training Phase

- This phase starts with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019 and lasts for 12-15 weeks
- The bootcamp will consist of training on full stack coding in Python, JavaScript, Android, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups based out of Bangalore and other cities
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR 10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 26K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue **~INR 3.92L**
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- You will deposit your certificates in original with MountBlue technologies for verification and safekeeping. These certificates will be returned to you after the successful completion of the Deployment Phase
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum





BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
 - 8 GB RAM
 - Operating System – Linux/Mac OS. You can install your choice of Linux in most machines.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration

Sanne

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Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By **31 January 2019**
- Signing of Documentation and Submission of Documents: By **4 February 2019**

Documents

- The following documents need to be submitted to the organization:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshtoHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

Fin Tech

- **ZestMoney:** One of India's leading consumer lending platforms. Backed by Xiaomi and Alteria Capital
 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicePAY-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicePAY-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
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 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

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AI/ ML/ Big Data

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 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

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Sanne

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Letter of Offer

30 January 2019

Dear Vinay Krishnan,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019. You will be a Trainee in the program. The bootcamp will enable you with the skillsets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Bangalore, Delhi NCR, Mumbai and Hyderabad.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

As you will be aware, common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30 AM through 6.30 PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately. Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfil your commitment to us.

Please convey your acceptance of this offer on e-mail by 31 January 2019, failing which this offer stands withdrawn. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager
MountBlue Technologies Private Limited



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.



Appendix-1

Training Phase

- This phase starts with an intense coding bootcamp that commences on a date between 4 February 2019 and 19 February 2019 and lasts for 12-15 weeks
- The bootcamp will consist of training on full stack coding in Python, JavaScript, Android, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups based out of Bangalore and other cities
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR 10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 26K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue **~INR 3.92L**
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- You will deposit your certificates in original with MountBlue technologies for verification and safekeeping. These certificates will be returned to you after the successful completion of the Deployment Phase
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum





BYOD (Bring your own Device)

- As software engineers, a powerful laptop is a critical piece of equipment for you. This will give you tremendous freedom and flexibility to continue evolving as software engineers
- MountBlue has a BYOD policy. All our engineers bring their own device to work that has to be suitable for error free and efficient working.
- Below are the minimum specifications for the laptop
 - 64 bit system
 - 8 GB RAM
 - Operating System – Linux/Mac OS. You can install your choice of Linux in most machines.
 - For hard drive - SSD is recommended but HDD works too
- If you already have a laptop of a lower configuration, you can consider upgrading it to this configuration

Sanne

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Appendix-2

Acceptance of the offer and commencement of engagement

- Acceptance of the offer and terms of engagement by return email: By **31 January 2019**
- Signing of Documentation and Submission of Documents: By **4 February 2019**

Documents

- The following documents need to be submitted to the organization:
 - Passport sized photograph not older than 6 months
 - A legible copy of one of the following documents- PAN Card/ Aadhaar Card
 - A legible copy of one of the following documents - Aadhaar card/ Passport/ Driving License/ Any other government issued id that contains a photograph, name, date of birth and address
 - **Originals of:**
 - Certificate of passing class 10th
 - Certificate of passing class 12th
 - Certificate of completion of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Certificate of completion of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Marksheet of class 10th
 - Marksheet of class 12th
 - Marksheets of all semesters of the Undergraduate Course (BTech/ BE/ BCA/ BSc etc.)
 - Marksheets of all semesters of the Postgraduate Course if applicable to you (MTech/ ME/ MCA/ MSc etc.)
 - Appointment letter of all full time employment as per your resume submitted to MountBlue Technologies
 - Relieving letter of all full time employment as per your resume submitted to MountBlue Technologies
- Please keep scanned copies as well as photo copies of all the documents you submit.





Appendix-3

About MountBlue

MountBlue is a premium software development services provider. We work closely with startups and small/medium enterprises to launch their products. Leveraging agile methodology for software development and popular open source technologies, we turn our customers' vision into reality. We are an exclusive service provider- our customers do not choose us, we choose our customers.

About the opportunity

- You will get the opportunity to interact with and learn from the CTOs and Directors of Engineering of leading technology startups in India
- Perfect launchpad for a high flying career in technology

Our customers

We have >70 customers. Some of our customers where trainees of previous cohorts are deployed are:

Food Tech

- **Zomato:** One of the world's leading foodtech company. One of India's few Unicorns. Backed by Alibaba, Sequoia, Temasek, Info Edge etc.
 - <https://www.livemint.com/Leisure/g2mOkisiCDIlnDmoLepoO/The-secret-to-hiring-a-stud-junta-team.html>
 - <https://www.livemint.com/Companies/ValugodQ1d92PERi3FQaYP/Zomato-raises-200-million-from-Ant-Financials.html>

Social & Media

- **Yourstory:** India's largest media tech company for startups, entrepreneurs, investors, innovators and change makers. Backed by Ratan Tata, Accel Partners, Kalaari Capital, Mohandas Pai, Qualcomm ventures etc
 - <https://www.livemint.com/Companies/UNA5HDyVLI31ZXbGrdFCzI/YourStory-raises-6-million-from-Kalaari-Capital-Qualcomm-V.html>
 - yourstory.com
- **Magicpin:** Hyperlocal discovery platform backed by Lightspeed Venture Partners and Waterbridge Partners
 - <https://yourstory.com/2017/05/local-discovery-and-rewards-app-magicpin-raises-7-m-series-b-funding/>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/local-discovery-platform-magicpin-launches-augmented-reality-on-its-app/articleshow/62125398.cms>
- **Letsventure:** India's leading platform for raising angel and seed investment for startups. One of the few investments of Ratan Tata. Coverage:
 - <http://www.livemint.com/Companies/bQ2oefYdhrh0s4mq4GXrMJ/Ratan-Tata-Mohandas-Pai-invest-in-LetsVenture-join-platfor.html>





Travel & Hospitality

- **Zolo:** India's largest chain of standardized branded PG accommodations. Backed by Nexus Venture Partners
 - <https://inc42.com/flash-feed/zolo-funding/>
 - <https://www.moneycontrol.com/news/business/real-estate/how-branded-hostels-for-working-professionals-are-creating-fortunes-for-investors-2258765.html>
- **Travel Triangle:** TravelTriangle connects customers to travel agents, fetches quotations, customizes trips and makes bookings online. Backed by RB Investments, SAIF Partners and Bessemer Venture Partners
 - <https://www.livemint.com/Companies/35oRubTwx4adBpGjAF51UN/TravelTriangle-raises-10-million-in-Series-B-round.html>
- **Pickyourtrail:** A platform that empowers travelers to create, customize and book vacations. It enables travelers to plan and book personalized international vacations such as honeymoons and family vacations. Travelers are offered with personal itineraries and Travel Genie: a personalized travel journal with travel information and tips.
- **Rizort:** A luxury vacation marketplace that focuses on helping travelers plan an entire vacation. Rizort has closed a seed round of funding of \$2.9 million from a variety of investors that include Blume Ventures, Dream Incubators Japan and a few other angel investors.
 - <https://skift.com/2018/05/25/rizort-raises-2-9-million-for-vr-infused-travel-advice-travel-startup-funding-this-week/>
 - <https://www.proactiveinvestors.com/companies/stocktube/11378/rizort-to-increase-vr-and-ai-capabilities-for-its-luxury-vacation-website-11378.html>

Health Tech

- **Tricog:** Predictive health analytics company backed by Microsoft, GE, Inventus and Blume Ventures
 - <http://fortune.com/2017/05/03/tricog/>
 - <http://www.moneycontrol.com/news/technology/auto/from-saving-hearts-to-spreading-sweetness-3-2405855.html>

Large corporates

- **Mahindra Trringo:** Uber of tractors and other farm equipment. A venture launched by the Mahindra Group
 - <http://www.telegraph.co.uk/technology/2016/10/18/uber-for-farmers-tringo-tractor-hailing-app-launched-in-india/>
 - <https://economictimes.indiatimes.com/industry/auto/news/commercial-vehicle/tringo-to-add-value-to-1-million-farmers-in-the-next-one-year-says-mm/articleshow/59647975.cms>
- **GEP:** GEP is a multinational company that provides strategy, software, and managed services to enterprise procurement and supply chain management teams at Global 2000 and Fortune 500 companies worldwide. The company is headquartered in Clark, New Jersey, USA.
- **Aptean:** Aptean is a global leader in enterprise business software, provides targeted ERP, Supply Chain Management and Compliance Solutions to large customers all over the world.





eCommerce

- **Zopnow:** India's largest technology platform for online groceries, currently in partnership with hypermarkets like HyperCITY and More. Operational in 9 cities across India. Backed by Times Internet, Accel Partners, Qualcomm Ventures etc.
 - <http://www.indiaretailing.com/2017/01/11/food/food-grocery/zopnow-enter-high-growth-phase-2017-targets-us-100-million-gmv/>
 - <https://www.vccircle.com/online-grocer-zopnow-raises-10m-dragoneer-existing-investors/>
- **Wakefit:** One of the pioneers to take the sleep solutions segment online. Backed by Sequoia Capital
 - <https://inc42.com/startups/how-sequoia-backed-wakefit-is-using-data-technology-to-democratise-sleep-for-indians/>
 - <https://inc42.com/features/a-shopping-experience-knowledge-of-the-space-and-an-ideal-cofounder-the-serendipitous-story-of-wakefit/>
- **Purple:** Leading player in beauty eCommerce backed by Blume Ventures, IvyCap Ventures, Mumbai Angels, JSW ventures etc
 - <https://inc42.com/buzz/beauty-products-marketplace-purple-raises-2-57-mn-funding/>
- **FreshtoHome:** Leading online retailer of fresh, chemical-free seafood and meat backed by a number of Japanese, West Asian and other institutional investors. Backers also include Rajan Anandan and Mark Pincus, founder of Zynga
 - <https://techcrunch.com/2019/05/27/freshtohome-11million-seriesa-funding/>

Mobile First companies

- **Dailyhunt:** India's largest news app and one of the world's biggest mobile application. Publishes news in 17 languages across iOS, Android, Windows and Blackberry platforms. 90Million installs with 2.3Billion pages consumed monthly. Coverage:
 - <https://yourstory.com/2016/10/local-language-app-dailyhunt-raises-25mn-series-d-led-chinese-company-bytedance/>
 - <http://www.livemint.com/Consumer/hUgsVKmgXVNkvG1g0QdPbM/DailyHunt-raises-25-million-in-funding-from-Chinas-ByteDan.html>

Education Tech

- **Great Learning:** Great Learning is an online and blended learning platform designed to empower working professionals to develop relevant competencies and accelerate their career progression
 - <https://www.datasciencecentral.com/profiles/blogs/big-data-analytics-in-india-an-opportunity-worth-choosing>
- **Embibe:** Embibe is the leading provider of edtech products and solutions in the country. It raised venture capital from Lightbox and Kalaari before being acquired by Reliance Industries Limited
 - <https://economictimes.indiatimes.com/industry/energy/oil-gas/ril-completes-acquisition-of-73-stake-in-ai-firm-embibe/articleshow/64562396.cms>
 - <https://www.analyticsindiamag.com/why-reliance-invested-in-ai-based-edtech-startup-embibe/>
- **Upgrad:** Founded by Ronnie Screwvala, UpGrad is an ed-tech platform that provides industry relevant certification programs for working professionals.





- <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/upgrad-eyes-40-m-in-external-funding/articleshow/62409871.cms>
- **Edfora:** FIITJEE backed online learning, tuition, school management and college search platform
 - <https://economictimes.indiatimes.com/jobs/biggies-blacklisted-but-placements-spring-a-startup-surprise-at-iits/articleshow/55862707.cms>

HR Tech

- **Belong:** An outbound hiring Software-as-a-Service (SaaS) platform that helps enterprises and startups hire people through data science, big data and predictive analytics. Backed by Matrix Partners, Sequoia Capital, Blume Ventures etc.
 - <https://www.vccircle.com/big-data-hiring-startup-belong-raises-10-mn-sequoia-matrix-partners>
 - <https://yourstory.com/2019/02/hiring-skills-rishabh-belong>

Sports Tech

- **Playo:** India's leading sports based social network and marketplace for booking sports activities and playgrounds. <https://playo.co/>

Logistics Tech

- **Rivigo:** India's most tech intensive logistics company. Backed by SAIF Partners and Warburg Pincus
 - <https://inc42.com/buzz/logistics-rivigo-funding/>
 - <https://economictimes.indiatimes.com/small-biz/money/rivigos-total-revenue-for-fy17-zooms-170-to-rs-402-crore/articleshow/61331502.cms>
- **Yulu:** On demand bicycles sharing. They use IoT technology to create a vast network of shared dockless bicycles that can be rented easily by a user-friendly app in pay per use business model. Backed by Blume Ventures
 - <https://www.entrepreneur.com/article/326878>
 - https://www.business-standard.com/article/companies/yulu-bikes-peddle-your-way-to-beat-the-traffic-and-make-a-greener-tomorrow-118112000349_1.html

Fin Tech

- **ZestMoney:** One of India's leading consumer lending platforms. Backed by Xiaomi and Alteria Capital
 - https://www.business-standard.com/article/companies/digital-lending-platform-zestmoney-raises-13-4-mn-funding-led-by-xiaomi-118082700465_1.html
 - https://www.business-standard.com/article/news-ani/zestmoney-aims-to-disburse-skill-loans-worth-100-mn-119013100521_1.html
- **ClearTax:** Cleartax is India's #1 Tax & Investing platform which aims to simplify our financial lives. Backed by Sequoia Capital and SAIF Partners.
 - <https://www.livemint.com/Companies/uz1khVL34wvf5Mz19wEfiK/ClearTax-raises-300-crore-from-Composite-Cap-others.html>
- **Market Pulse:** Market pulse app is one of the top 3 rated financial app in India. It provides all the necessary intelligence, speed and power to traders to make more informed trading decisions





- **Upstox:** Upstox is one of the largest low-cost brokerage firms in India. Backed by Kalaari Capital, GVK Davix and others
 - <https://yourstory.com/2016/02/rksv-funding/>
- **Instamojo:** Indian's leading digital payments and services platform for SMBs. Backed by Blume Ventures, Kalaari Capital and Japanese payments company Anypay and other Japanese institutions
 - <https://yourstory.com/2019/01/instamojo-raises-funds-series-b>
 - https://www.business-standard.com/article/news-ians/mumbai-metro-tie-up-with-instamojo-for-card-payments-119051501156_1.html
- **SlicePAY:** Student micro-financing startup backed by Blume Ventures, Das Capital, Simile Ventures etc.
 - <https://www.livemint.com/companies/start-ups/student-microfinancing-start-up-slicepay-gets-rbi-licence-for-nbfc-play-1548405211531.html>
 - <https://economictimes.indiatimes.com/small-biz/startups/newsbuzz/finup-finances-slicepay-in-series-a-deal-estimated-at-15-million/articleshow/65651071.cms>
- **Acko:** India's leading online insurer backed by Binny Bansal, Amazon, Accel Partners, SAIF Partners and many other global VCs and family offices
 - <https://www.livemint.com/companies/start-ups/binny-bansal-others-lead-65-million-funding-in-acko-1552485155268.html>
 - <https://www.thehindubusinessline.com/money-and-banking/online-insurer-acko-general-promises-3-day-claim-guarantee/article25009625.ece>

Robotics & Drones

- **Invento:** Makers of the famous Mitra Robot that was inaugurated by Prime Minister Modi and Ivanka Trump at the Global Entrepreneurship Summit
 - <https://www.mitrarobot.com/>
 - <https://economictimes.indiatimes.com/small-biz/startups/features/watch-mitra-robot-greets-ivanka-pm-modi-at-ges-2017/videoshow/61837517.cms>
- **Systemantics:** They build industrial robots for the manufacturing sector. Backed by Blume Ventures, Accel Partners and Infosys cofounder Nandan Nilekani
 - <https://economictimes.indiatimes.com/small-biz/startups/robotics-firm-systemantics-gets-next-round-of-funding-from-nandan-nilekani/articleshow/51217314.cms>
- **Skylark Drones:** India's leading provider of drones and associated solutions with applications across various sectors viz. highways, railways, urban and rural development, power, solar, mining, agriculture etc
 - https://www.huffingtonpost.in/entry/from-startup-hubs-to-government-corridors-indias-drone-industry-takes-flight_in_5c516b3de4b0d9f9be6ab7ad
 - https://www.business-standard.com/article/companies/with-draft-rules-in-place-skylark-drones-to-deploy-uavs-at-tata-steel-mine-118120600863_1.html

Cloud Computing, SaaS & Business Software

- **Idfy:** India's most tech intensive identity management and background check company
 - http://www.business-standard.com/article/companies/we-are-helping-firms-manage-risks-and-detect-frauds-idfy-s-ashok-hariharan-118010800010_1.html
 - <http://www.thehansindia.com/posts/index/Technology/2016-06-07/Introduction-to-IDfy-a-Start-up-in-Technology-space/233487>





- **Vymo:** Sales force automation and sales effectiveness software. Backed by Microsoft and Sequoia
 - <https://economictimes.indiatimes.com/small-biz/money/sales-analytics-startup-vymo-receives-5-m-in-funding/articleshow/55554801.cms>
 - <https://yourstory.com/2017/04/vymo-tech/>
- **E2E Networks:** India's biggest home grown cloud computing platform. Backed by Blume Ventures & listing shortly on NSE
 - <https://www.medianama.com/2018/03/223-cloud-computing-startup-e2e-networks-to-list-on-nse-emerge/>
 - <https://www.vccircle.com/blume-venture-eyes-stellar-partial-exit-through-e2es-planned-ipo/>
- **Exotel:** Exotel is a cloud telephony platform that powers communication for enterprises, startups and small and medium enterprises in India and Southeast Asia. They provide APIs that help companies devise their own communication flow. Backed by Blume Ventures
 - <https://techcircle.vccircle.com/2018/03/22/with-no-fresh-funding-in-6-years-how-has-exotel-managed-to-stay-profitable/>
- **Freshworks:** India's leading sales and support software company backed by Accel, Tiger Global, Sequoia, Google Capital etc
 - <https://economictimes.indiatimes.com/small-biz/startups/tech-startup-freshdesk-gets-fresh-investments-from-google-capital-tiger-global-accel-partners/articleshow/46988628.cms>
 - <https://www.freshworks.com/>

Blockchain & Cryptocurrencies

- **Unocoin:** India's leading cryptoassets and blockchain company. Backed by Blume Ventures.
<https://www.unocoin.com/>

AI/ ML/ Big Data

- **Active.AI:** India's leading AI/ML company that offers chatbots for large banks to interact with their customers. Funded by leading VC funds like Kalaari and IDG ventures. Coverage:
 - <https://yourstory.com/2017/07/active-ai-omni-channel-platform-banks-customer-engagement/>
 - <http://www.thehindubusinessline.com/info-tech/singaporebased-fintech-startup-activeai-raises-3mn-funding/article9343515.ece>
- **Merak.ai:** Machine learning solutions for handwriting recognition, digitization, smart KYC etc
- **Liv.AI:** Deep artificial intelligence and neural networks to communicate with machines in 10 different languages. Winner of the Amazon AI awards 2017
 - <https://economictimes.indiatimes.com/small-biz/startups/features/nine-things-this-startup-has-done-better-than-google-apple-and-amazon-liv-ai/articleshow/61995233.cms>
 - http://www.business-standard.com/article/companies/liv-ai-giving-voice-to-a-billion-people-117082000813_1.html





Tech conglomerates

- **Info Edge:** Owner of the leading online properties- Naukri, Jeevansaathi, Shiksha, 99acres. One of the few listed internet companies in India. Investor and significant shareholder of ventures like Zomato, PolicyBazaar, Meritnation etc.

Sanne

REGISTRAR



MountBlue Technologies Private Limited
4th Floor, 91Springboard, #175 & #176, Dollars Colony,
Phase 4, JP Nagar, Bannerghatta Main Road, Bengaluru 560076.

Date: 11th February 2019

FORM 'A'

**To,
Aishwarya J**

Dear Aishwarya,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Aishwarya J

Dear Aishwarya,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


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Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaat without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaat can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaat Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Aishwarya J

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Monika K S**

Dear Monika,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

**To,
Monika K S**

Dear Monika,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Monika K S

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

To,
Akash Ganesh Hegde

Dear Akash,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,
For Intellipaate Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Akash Ganesh Hegde

Dear Akash,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaate without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaate can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaate Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Akash Ganesh Hegde

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Raj Kumar S**

Dear Raj,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st Cross, Madiwala, Hosur Road,

1st Cross Rd, Bengaluru, Karnataka - 560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Raj Kumar S

Dear Raj,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Raj Kumar S

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Rajesh A A**

Dear Rajesh,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Rajesh A A

Dear Rajesh,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaat without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaat can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaat Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____
Date: _____





Annexure 1

Name: Rajesh A A

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

To,
Selah Helen Shirley S M

Dear Selah,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,
For Intellipaate Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Selah Helen Shirley S M

Dear Selah,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaat without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaat can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaat Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____



Annexure 1

Name: Selah Helen Shirley S M

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Pankaj Singh**

Dear Pankaj,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,

1st Cross, Madiwala, Hosur Road,

1st Cross Rd, Bengaluru, Karnataka - 560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Pankaj Singh

Dear Pankaj,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaat without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaat can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaat Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Pankaj Singh

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Digant B R**

Dear Digant,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Diganth B R

Dear Diganth,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Diganth B R

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Methilesh R**

Dear Methilesh,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaat family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaat family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaat Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

**To,
Methilesh R**

Dear Methilesh,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaat without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaat can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaat Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Methilesh R

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Tushar S**

Dear Tushar,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

**To,
Tushar S**

Dear Tushar,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Tushar S

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Likith Naidu P M**

Dear Likith,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Likith Naidu P M

Dear Likith,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaate without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaate can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaate Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: **Likith Naidu P M**

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Sachin V S**

Dear Sachin,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaat family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaat family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaat Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Sachin V S

Dear Sachin,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaat without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaat can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaat Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____



Annexure 1

Name: Sachin V S

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Suraj Bharghav**

Dear Suraj,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Suraj Bharghav

Dear Suraj,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____



Annexure 1

Name: Suraj Bharghav

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Dhanesh N**

Dear Dhanesh,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**


REGISTRAR


Date: 11th February 2019

**To,
Dhanesh N**

Dear Dhanesh,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:


Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____



Annexure 1

Name: Dhanesh N

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

To,
Mohammed Musaiyib

Dear Mohammed,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,
For Intellipaate Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist


REGISTRAR


Date: 11th February 2019

To,
Mohammed Musaiyib

Dear Mohammed,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____
Date: _____





Annexure 1

Name: Mohammed Musaiyib

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

To,
Rakesh Jaiswal

Dear Rakesh,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,
For Intellipaate Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Rakesh Jaiswal

Dear Rakesh,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:


Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Rakesh Jaiswal

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

To,
Habeeburrehman Abdulla Khan

Dear Habeeburrehman,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,
For Intellipaate Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Habeeburrehman Abdulla Khan

Dear Habeeburrehman,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaat without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaat can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaat Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____
Date: _____





REGISTRAR Registrar
PRESIDENCY UNIVERSITY
BANGALORE Page 3 of 4

Annexure 1

Name: Habeeburrehman Abdulla Khan

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Prashanth M C**

Dear Prashanth,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Prashanth M C

Dear Prashanth,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaate without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaate can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaate Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Prashanth M C

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Sindhu M P**

Dear Sindhu,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR

Date: 11th February 2019

**To,
Sindhu M P**

Dear Sindhu,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Sindhu M P

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
K Jeevan**

Dear Jeevan,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



PRESIDENCY UNIVERSITY
Registrar
BANGALORE

Date: 11th February 2019

**To,
K Jeevan**

Dear Jeevan,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaat without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaat can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaat Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____



Annexure 1

Name: K Jeevan

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Vikas Shetty**

Dear Vikas,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

**To,
Vikas Shetty**

Dear Vikas,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____



Annexure 1

Name: Vikas Shetty

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

To,
Epuri Geetha Pradeep Chandra

Dear Geetha,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

Yours Truly,
For Intellipaate Software Solutions Private Limited

Anisha Goyal
Talent Acquisition Specialist



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Epuri Geetha Pradeep Chandra

Dear Geetha,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Epuri Geetha Pradeep Chandra

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Koyya Dinesh**

Dear Dinesh,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore

Date: 11th February 2019

To,
Koyya Dinesh

Dear Dinesh,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____



Annexure 1

Name: Koyya Dinesh

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Nithin N**

Dear Nithin,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Nithin N

Dear Nithin,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____



Annexure 1

Name: Nithin N

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400

Date: 11th February 2019

FORM 'A'

**To,
Vishwanath Madiwalar**

Dear Vishwanath,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Vishwanath Madiwalar

Dear Vishwanath,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:

Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaate without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaate can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaate Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Vishwanath Madiwalar

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Sharath K**

Dear Sharath,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

**To,
Sharath K**

Dear Sharath,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:


Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____





Annexure 1

Name: Sharath K

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Noel Sabin**

Dear Sabin,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

**To,
Noel Sabin**

Dear Sabin,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____



Annexure 1

Name: Noel Sabin

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


 REGISTRAR


Date: 11th February 2019

FORM 'A'

**To,
Kushal S**

Dear Kushal,

We are pleased to forward you the Offer Letter attached herein and would like to formally welcome you to the growing Intellipaate family.

We are sure that you have had sufficient opportunity to understand in detail about your job role and about the organization. We would be glad to provide you with further clarification if you need it.

You are required to report for duty at our Bangalore office. The address of our office is as follows:

**Address: 1st Floor, Khykha Court-I, No.5,
1st Cross, Madiwala, Hosur Road,
1st Cross Rd, Bengaluru, Karnataka - 560068**

We are in the process of building a robust organization, wherein professionals would find full satisfaction of working in an interesting, challenging and fruitful job environment. In this connection, we are eagerly looking forward to your contributions to the Intellipaate family as a valued employee soon.

Kindly return the duplicate copy of the appointment letter, duly signed, as a token of your acceptance of the same.

We look forward to a mutually beneficial and long lasting relationship with you.

**Yours Truly,
For Intellipaate Software Solutions Private Limited**

**Anisha Goyal
Talent Acquisition Specialist**



REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

**To,
Kushal S**

Dear Kushal,

Sub: Offer Letter

Pursuant to the interview you had with us and based on the representations made by you, you have been shortlisted and we have the pleasure in appointing you on the rolls of IntelliPaat Software Solutions Pvt. Ltd., on the following terms and conditions:

1) Designation:



Your designation will be **'Inside Sales Manager'**.

2) Compensation & Benefits:

- a) The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes.
- b) Your Annual Compensation will be Rs. **384,000/-** (Rupees Three Lacks Eighty Four Thousand Only). With variables your compensation will be **5,54,000/-** (Rupees Five Lacks Fifty Four Thousand Only). The details are stated in Annexure 1. (The employee is eligible for Rs. 1,00,000/- of Insurance after 3 months of joining)
- c) Your compensation will be reviewed after the completion of **12 months** from the date of your joining.
- d) Your salary and its components, incentives, performance bonus, sign on bonus, monetary or non-monetary benefits and /or any other statutory benefits and deductions will be governed by company's policies / procedures, taxation policies and statutory guidelines that are applicable from time to time.

3) Effective Date of Joining:

- a) You are requested to report for duty on **25th March 2019**. Your appointment will come into effect from your date of joining.


REGISTRAR

Page 2 of 4

4) Notice Period:

Subject to any other agreement between you and the Company:

- a) Your employment is terminable by Intellipaath without giving notice in writing in the probation period. Your probation period is of 6 months and based on your performance you will be made as permanent employee.
- b) He/she needs to serve 30 days of notice period without fail or else management of Intellipaath can hold salary/experience letter/relieving letter which is at the sole discretion of the management.
- c) The Company reserves the right to pay or recover salary in lieu of notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on gross salary.
- d) In the event of any breach in the terms and conditions stated in the Services Conditions and/ or Non-Disclosure Agreement or any act amounting to misconduct, your services are liable to be terminated without any notice or payment in lieu.

5) Retirement :

On your 58th birthday you will be relieved from your official duties

6) Service Conditions and Non-Disclosure Agreement:

- a) Your services will be governed by additional terms and conditions as explained in the Service Conditions, and Non-Disclosure Agreement.
- b) These terms and conditions, Service Conditions, and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Note:

- Number of working days is 6 days in a week for the first 4 months.
- Week offs will be based on roster. You are eligible to avail alternative Saturday off, 5th month onwards based on your performance.
- Your compensation will be 32000/- after 4 months based on performance.
- Minimum working duration must be 9 hours including one hour lunch/dinner break.
- Your incentives will be calculated on a monthly basis.
- On achievement of the incentives, it will be disbursed only on the following month.

Yours Truly,

For Intellipaath Software Solutions Private Limited

Anisha Goyal

Talent Acquisition Specialist

I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place: _____

Date: _____



Annexure 1

Name: Kushal S

	First Four months	After Four months	
	Monthly Income	Monthly Income	Yearly
Basic	15100	15,900	190,800
HRA	2400	6,400	76,800
Conveyance Allowance	1600	1,600	19,200
Mobile bill	440	640	7,680
Broadband bill	440	640	7,680
Medical reimbursement	1250	1,250	15,000
Special allowance	570	5,370	64,440
Fixed Cost to Company(i)	22,000	32,000	384,000
Performance Linked Incentive@ 100% (ii)	10,000	10,000	120,000
Annual Bonus(iii)	-	-	50,000
Total Potential Earning (i)+(ii)+(iii)	32,000	42,000	554,000
Considered 100% achievement of incentives			

<u>Deduction</u>	
PT	200
Yearly	2400


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