

Date: 25th Feb 2019

Letter of Intent

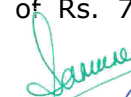

Dear **Himanshu Sen,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Client Acquisition Manger	
Grade: O-3	Level: Senior Officer
Band: B-1	
Details Of Remuneration	Annual G Amount (INR)
Basic (Includes Employee's PF Contribution)	120,000
HRA	48,000
Performance Allowance	28,200
Other Allowance	85,800
Gross Salary	282,000
Employer's Contribution for PF	14,400
Employer's Contribution for Health Insurance	1,000
Gratuity (As per Act)	5,760
CTC	303,160

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
- Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
- The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.


 REGISTRAR


- The notice period applicable to you would be **1 Month**.
3. This appointment will be subject to you being found medically fit.
 4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
 5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
 6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.
 7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **28th Feb 2019**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

Gaurav Garg

Head - HR

CapitalVia Global Research Limited


REGISTRAR


Date: 25th Feb 2019

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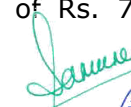

Dear **Karthik Kumar K N,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**
2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Client Acquisition Manger	
Grade: O-3	Level: Senior Officer
Band: B-1	
Details Of Remuneration	Annual G Amount (INR)
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CTC	303,160

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 REGISTRAR


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We look forward to your joining our team for a long, successful and pleasant association.

Regards,

Gaurav Garg

Head - HR

CapitalVia Global Research Limited


REGISTRAR


Centillion Research India LLP

Offer Letter

STRICTLY CONFIDENTIAL

Bangalore 18-March-2019

Jagadish K Reddy

Ph: 7204758385

Email: jagadishreddyk1996@gmail.com

Mr. Jagadish,

Further to our recent discussions, we have the pleasure of confirming to you our offer of employment as on the terms discussed. In the following pages, you will find details regarding your compensation and employment contract.

We very much look forward to welcoming you to our team at this exciting time and trust that you will enjoy working with us here at Centillion Research.

Yours truly,

Arun Nair

Director



Centillion Research India LLP.

Centillion Research Pvt. Ltd.



Centillion Research India LLP

Compensation Details

Position	Junior Trade Analyst
Hiring Managers	Campus Selection (QR and Directors)
Start Date	3rd June 2019
Annual Fixed Salary	Rs. 5,50,000 /- (Rupees Five lakh fifty thousand) <i>CTC Break Up:</i> Base Salary: Rs. 4,00,000 /- Fixed Bonus: Rs. 1,50,000 /- Fixed Bonus will be paid in two installments. Rs. 75,000 after 6 months and remaining at the end of 1 year.
Annual Variable Bonus	Discretionary
Probation Period	6 Months
Location	Bangalore

Centillion Research India LLP

Employment Contract

This is not an employment contract; you will be expected to sign the employment contract upon joining the company.

Your annual fixed salary is quoted before tax.

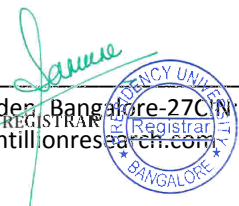
Thank you for your consideration and time spent during the interview process. I look forward to welcoming you on board Centillion Research !

Offer-letter Acceptance

I have read and accepted this employment offer

Name: _____

Dated: _____





15th March 2019.

Private & Confidential

Sachin Alatagi

S/O Mohan, Banagar Galli,
House No. 1564, Gokak,
Belgaum, Karnataka 591307

Appointment Letter

Dear Mr. **Sachin Alatagi**

We are pleased to offer you employment with 'InstantBee Pvt Ltd' under the following terms and conditions:

You are required to undergo training (classroom and on the job) and an internship with us starting from April 2019 for a period of two months in the location stated by the organization.

You will be offered a base stipend of Rs.5000/- p.m. during the internship. Within one week of completion of the internship, you have to submit a report of your work to the organization.

You will be allowed to take up your 4th-semester examination based VIVA on the dates intimated by your study institution/university.

After completion of your training and internship,

1. Appointment

- 1.1 You shall be appointed to the position of **Business Analyst** with effect from **1st June 2019**. (The dates can be revised based on 4th SEM examination completion dates which need to be confirmed by the institution/university of your current study)
- 1.2 You shall be based in Hyderabad but will serve the Company or any of its subsidiaries or associated companies or its customers/clients in any location within or outside of India.
- 1.3 Your employment with the Company is subject to your providing documentary proof of your Aadhar ID, PAN Card, last drawn salary, educational qualifications and work testimonials and Form 16 if any, and is also conditional upon you be free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

InstantBee Private Limited

No.2-91/12/R, H/303, Raghuram Heights, White Fields, Kondapur, Hyderabad-500084
Telephone: 01223 653101 contact@instabee.com www.instabee.com





2. Probation

- 2.1 You shall serve a probationary period of six months from the date of joining. Upon satisfactory completion of a formal performance appraisal, you shall be confirmed in the permanent establishment of the Company.
- 2.2 The Company reserves the right to either extend the probationary period or invoke Clause 9.1 of this contract in the event that your performance is not up to expectation.

3. Total Rewards

- 3.1 Your Cost to Company on joining InstantBee Pvt Ltd is ₹ 3,00,000.00 p.a. and a retention bonus of Rs. 60,000 upon successful completion of one year. The break-up of your salary is enclosed.
- 3.2 Salary reviews are based on work performance and increments are therefore granted on merit as per the company policy in force.

4. Performance of Duties & Conflict of Interest

- 4.1 You shall at all times be required to carry out such duties and responsibilities as may be assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.
- 4.2 You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise, which will be detrimental, whether directly or indirectly, to the Company's interests.
- 4.3 You shall keep strictly confidential details of your salary and employment benefits within and outside the company.
You shall not disclose or divulge any confidential information related to the Company's business or its customers which may come to your knowledge or possession during the tenure of your employment, and which should not be disclosed or made public save in the course of the proper execution of your duties.
- 4.4 You undertake not to make copies or duplicates of confidential or sensitive property or material including but not limited to keys, access cards, diskettes, photographs or such other proprietary information relating to the Company's business.
- 4.5 You shall not directly or indirectly approach or engage with the existing clients or associates of INSTANTBEE PVT LTD and thereby providing services to them or its clients, without the prior written consent.

5. Device and Security Policy

You shall abide by the INSTANTBEE PVT LTD's Device and Security Policy, which will be given to you at the time of joining.

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6. Intellectual Property Rights

The Company retains ownership of the trademarks, intellectual property rights relating to inventions, patents and copyrights concerning work undertaken while in the employment of the Company and you shall cooperate fully in transferring, registering or in any way securing such rights for the benefit of the Company and/or defending such rights as may be required of you by the Company.

7. Benefits

The Company shall provide you with reimbursements or allowances for costs incurred in traveling on the Company's business, in accordance with the prevailing Company policy.

8. Taxes

The Company shall not bear any personal income tax on salary, allowances or benefits paid or deemed to be paid to you.

9. Termination of Employment

9.1

9.1.1 Either the Company or you may at any time terminate this agreement by giving in writing to the other party two months' notice or in lieu thereof a sum equal to the amount or pro-rated amount of Base salary which would have been accrued to you during the period or remaining period of notice.

9.1.2 During the probation period, either the company or you may at any time terminate this agreement by giving in writing to the other party two months' notice period or in lieu thereof a sum equal to the amount or pro-rated amount of Base salary which would have been accrued to you during the period or remaining period of notice.

9.2 Accrued leave is not to be offset from the notice period except with the express written permission of the Company.

9.3 For the avoidance of doubt, all service benefits associated with your employment will cease on your last day of work with the Company, whether or not there has been a waiver of the said notice period or payment of monies in lieu thereof by either party.

9.4 The Company shall have the right to terminate your employment without notice or payment in lieu thereof if:

9.4.1 You commit any material breach of any of your duties and responsibilities under this contract,

9.4.2 You are dismissed on grounds of misconduct which contravene the express or implied conditions of your employment,

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- 9.4.3 You become insolvent or bankrupt, or are charged with any criminal offense which is prejudicial to the interests of the Company,
- 9.4.4 The Company is restricted from continuing to employ you by reason of any other legal incapability.
- 9.4.5 You undertake to return, in good working condition save for normal wear and tear, all property belonging to the Company at the end of your employment and agree to reimburse the Company for all losses if the property is lost or damaged.

10. Initial Bond and Agreement

Additionally, if agreed you may need to sign a new agreement with a legal bond covering your duties and the equipment and assets you are provided by the company.

11. Alterations

The above terms may be modified by the Company from time to time in writing and such variations shall be binding on you.

12. Jurisdiction.

Any dispute arising out of the employment terms of service shall be subject to the jurisdiction of a competent court in the Hyderabad, Telangana, India.

13. Code of Conduct.

You shall dutifully observe the Company's code of conduct, which shall form an integral part of this contract.

14. Employee Vested Stock Options.

With the discretion on the company, you as an employee will be allowed to exercise the options and purchase the company's stock. Note that the stock may not be fully vested in certain cases, despite the exercise of the stock options, as the company may not want to run the risk of employees making a quick gain from the offered stocks in case if the employee leaving the company before the expiry date as stated in the vested stock agreement.

15. Annual Leaves

You will be entitled to twenty-five working days leave per annum subject to prior approval of the company. Accumulation/carry-forward of leave will be governed as per company policy on the subject. List of general holidays in the calendar year will be communicated by the company. Compensatory leaves will be as per the policy of the company that is subject to approval.

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16. Reimbursement Policy

You will be reimbursed business-related expenses incurred in accordance with relevant Company policies as applicable from time to time. The specific amounts for these expenses will depend on the nature and scope of your duties and will be conveyed to you at the time of accepting this assignment.

17. Documents required

Updated Resume

Academics: Most recent and Highest Qualification certificates

Professional Relieving Letter from previous employer (last employment)

Last Pay slip drawn

Nationality Proof (Aaadhar Card if you are from India)

Recent Passport Size Photographs (Soft Copy)

If already a member of a provident fund (PF) scheme with the previous employer, then;

- I. Employer's name
- II. Date of joining and leaving service with them
- III. Previous PF account no.
- IV. Form 16 (if experienced)

18. Background Verification

The Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per company policy and this offer is conditional upon the result of such checks. In the event the results of such background/reference checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time.

Yours sincerely,

Kallu Vinay Kumar Reddy, Director, INSTANTBEE PVT LTD.

I accept the terms & conditions of service outlined above

.....
Employee Name: Sachin Alatagi

.....
Date

InstantBee Private Limited

No.2-91/12/R, H/303, Raghuram Heights, White Fields, Kondapur, Hyderabad-500084

Telephone: 01223 653101 contact@instabee.com www.instabee.com





Compensation Details

Name	Sachin Alatagi
Designation	Business Analyst
Joining Location	Hyderabad

Components	Amount in Rupees (Per Annum)
Basic Salary	1,80,000
HRA	72,000
City Conveyance Allowance	2,400
Provident Fund	21,600
Employer Contribution	21,600
Professional Tax	2,400
Cost To Company	Rs.3,00,000
Bonus if any (on agreed conditions)	Rs.60,000 (After successful completion of one year from the date of joining)
Total Earning Potential	Rs.3,60,000 p.a.
Gratuity – You will be eligible for gratuity after completion of five years in the company.	

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14-02-2019

LETTER OF INTENT TO TRAIN AND HIRE

Strictly Personal & Confidential

Dear ,

We are pleased to induct you into training for "**Business Development Executive**" with Eduvirtuoso, Bangalore. We are sure that you will find this association with us rewarding and challenging. This training will be unpaid and not counted as your days of employment.

You will be given an offer letter post successful completion of training.

You will be required to undergo a paid Internship for 6 months from your Date of Joining.

Please note the terms of your internship

- 1) During your Internship you will be paid a monthly stipend of Rs. 15,000/-
- 2) Upon the successful completion of your Internship your CTC will be changed to 6 Lakhs per Annum (Fixed 5 Lakhs + Variable 1 Lakh).
- 3) You will also be eligible for all monthly bonuses and incentives as per policies based on your performance.
- 4) Based on your performance during the Internship you will be promoted directly to an Assistant Manager (Inside Sales)
- 5) You will be required join by the 16th of February 2019 and you will be provided a break for your examinations.

You will be required to submit the following documents as per company requirement.

- 1) SSC, HSC, Degree and Masters copies.
- 2) Pan Card
- 3) Aadhar Card Copy(background verification purpose)
- 4) 2 passport size photos
- 5) Bank details
- 6) Experience / Relieving letter from previous organisation (If experienced)

You are expected to devote your full business time, attention and energies to the performance of your duties with the Company. Your place of training will be #915, Essae Pride, 2nd floor, 6th Block Koramangala, Bangalore, Karnataka 560095 and working hours shall be from 09.30 A.M to 6.30 P.M, 6 days a week.

You also hereby consent and agree to any amendments to these Terms and Conditions of Employment, as deemed necessary by Eduvirtuoso. You will, in addition to the terms and conditions of employment specifically stated herein, also be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company. You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you.



#915, Essae Pride, 2nd floor, 6th Block Koramangala
Bangalore, Karnataka 560095 www.eduvirtuoso.com
CIN: U80900KA2018PTC115188 PAN: AARCA1716H
GSTIN: 29AARCA1716H1ZI TAN: BLRA28945A

Termination: Company may at any time terminate your employment by giving you one-day notice in writing during the training period of eight days. Post successful completion of training and certification, the same will be revised as per the company policy.

Recovery: In case you leave our employment without giving notice, you will pay or we shall have the right to deduct as liquidated damages an amount equivalent to one month's basic salary.

Upon your joining, we may, directly or through a third party, carry out a detailed background verification to validate the information and credentials submitted by you. Eduvirtuoso reserves the right to terminate without notice, the employment contract, at any point during the course of employment, if the background verification report is found incongruent with the information & credentials provided by you. Additionally, in such an eventuality, Eduvirtuoso shall require you to refund the salary paid including employee benefits availed, if any, till such date.

The company reserves the right to take legal action against the employee who is using office sources for the personal use.

You are held liable for all the cost and consequences or any damages from your direct or indirect negligence and any type of misconduct and mismanagement. And the company can approach the court of law to recover the damages from the same, and can file criminal case against you. Company reserves its right to recover the said loss from you or from your salary.

Representation by signing below, you represent that your performance of services to the Company will not violate any duty which you may have to any other person or entity (such as a present or former employer), including obligations concerning providing services

If you find the Terms and conditions stated above, acceptable to you, please return the duplicate copy of this letter signed by you as on your acceptance of the above terms and conditions within three days. You are required to submit all the necessary documents, mentioned below at the time of joining the duty. Please report to work at our office on or before **16th Feb at 10.30 AM**. Your training period will be from 16th Feb 2019.

From
Eduvirtuoso
HR Team

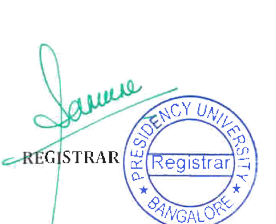
Accepted by





SIGNATURE

NAME



Mohith Mehtha offer Letter


1 message

Mr. Lokesh Admin Executive <lokesh@presidencyuniversity.in>
To: badrihs@presidency.edu.in

Sat, Oct 5, 2019 at 12:29 PM

HR TALENT ACQUISITION & DEPLOYMENT

HR TAD/B/PR-38195/OFP-331/2019-20

 ruler
25th June 2019

Hearty Welcome!

Dear Mohit Mehta,

It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at postings@federalbank.co.in.

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,
Yours Sincerely,

John P J
Vice President (HR)

-
-
To
Shri.Mohit Mehta
26A
Dr Rajendra Road
4th Floor
Flat - 4A
West Bengal
Kolkata
West Bengal-700020

 ruler

*The Federal Bank Ltd, HR Talent Acquisition & Deployment, Federal Towers, P O Box No.103, Aluva, Kerala, India 683 101
E-mail: postings@federalbank.co.in; Phone: 0484-2634123*

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Offer of appointment to Shri. Mohit Mehta as Probationary Officer in Scale I

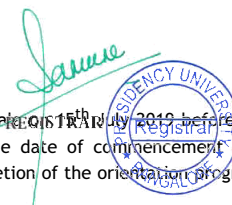
You have been selected for appointment in the Bank as Probationary Officer in Junior Management Grade in Scale I on the basis of your performance in the Campus selection process.

Place of Posting

Your initial place of posting will be at Branch/ Office: **Mumbai / Thane** situated at Shop No 5 & 6 Giridarshan, Veer Sarwarkar Marg, Theen Petrol Pump Junction, Thane (West), Maharashtra-400 602.

Orientation programme/Date of joining

Please report at Federal Knowledge & Development Centre (FKDC), Federal Heights, Bye Pass Junction, Aluva - 683 101, Kerala on 15th July 2019 before 09.00 a.m., for two weeks orientation programme from 15.07.2019 to 26.07.2019. The appointment will be effective from the date of commencement of the orientation programme. The programme is residential and Boarding/Lodging facilities will be provided by the Bank. On completion of the orientation programme



on 26.07.2019 at 05.00 p.m, you will have to report for duty on 30.07.2019 at the Branch/Office to which you are posted. Accommodation will be provided at Federal Knowledge & Development Centre from 14.07.2019 onwards. The offer of appointment will be valid only up to 15.07.2019.

Remuneration

You will be on a pay scale of ` 23700-980/7-30560-1145/2-32850-1310/7-42020 as applicable to Officers in Scale I of the Bank. The total monthly emoluments eligible to be received by an Officer in Scale I with basic pay ` 23,700/- at Aluva would be as follows:

Basic Pay	`	23,700.00
Special Allowance	`	1,836.75
Dearness Allowance	`	16,471.00
Residential accommodation (lease)	`	12,000.00 *
CCA	`	870.00 †
Total		54,877.75

*Amount of leased accommodation will vary according to the place of posting. Those who are not availing the leased accommodation/quarters facility are eligible for HRA at the rate of 7% to 13.50% of Basic Pay depending upon the place of posting. Detailed monthly emoluments /allowances is annexed.

†CCA would be payable at specified centers and would change depending upon the place of posting.

During the period of probation/on confirmation in service, you will also be eligible for the facility of consolidated conveyance allowance or reimbursement of petrol/ diesel bills, reimbursement of hospitalization expenses, medical aid, reimbursement of entertainment expenses, reimbursement of cost of cleansing materials, closing allowance, Digital Promotion allowance, reimbursement of cost of brief case/office bag (on confirmation), reimbursement of cost of newspapers (after completion of one year of probation), reimbursement of cost of visiting cards (on confirmation), club allowance (on confirmation), reimbursement of mobile phone bills (after completion of one year of probation), leave travel concession, transfer compensation, privilege leave, sick leave, casual leave, sabbatical leave etc., subject to the rules in force and as amended, altered or added from time to time. On confirmation and on completion of stipulated period of service, you would also be eligible for various staff loans prevailing in the Bank, including housing loan, vehicle loan, Interest free furniture loan, computer loan, overdraft, demand loan, Interest free festival advance, etc., subject to the rules in force and as amended, altered or added from time to time.

Pre-induction e-learning programme & Periodic Assessment Tests (PATs)

As part of continuous learning approach, Bank will be conducting a pre-induction e-learning programme which helps you understand basic banking functions and terminologies. Completing this e-learning programme is a pre-requisite for joining the orientation programme, details of which will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC).

During the probation period, you will have to complete Periodic Assessment Tests (PATs) in our Learning Management System (Fed Campus). Fed Campus will provide relevant learning materials in different modules and each module will be followed by assessment tests. You will have to successfully complete stipulated number of PATs with minimum stipulated percentage of marks during the period of probation, as per the schedule. There will have a final assessment test under invigilated environment and your confirmation in the service of the Bank will be subject to the passing of final assessment test, with specified percentage of marks. If for any reason, you are unable to clear the final assessment test or delayed completion of PATs as per schedule, your probation will get extended. Probationers who secure high percentage of marks in final assessment test along with high performance ratings will be confirmed in the services of the Bank ahead of the normal probation period which will be an added advantage for you in your career and to drive a better meritocracy culture in the organization.

Probation/ Confirmation

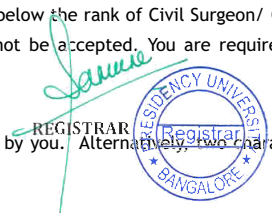
Your appointment will be on probation for a period of two years. The period of probation will be counted for calculating the period of permanent service and for the purpose of granting increments. The period of probation is liable to be extended, if the Officer has not satisfactorily completed the initial period of probation.

During the period of probation, if your work, health, conduct or efficiency is found not satisfactory, your service is liable to be terminated at any time giving you one month notice or by paying one month's pay and allowances in lieu of notice. During the period of probation, you are not expected to involve directly or indirectly in the activities of any trade union of Officer/non- Officer Staff of the Bank or of any other Bank or of other organization.

Joining formalities

At the time of joining the orientation programme, you will have to submit the following papers/ certificates/documents:

- Originals of SSC/SSLC/Matriculation Book/Certificate, final certificates of Graduation, final certificate and semesters / yearly marklists of Post Graduation (Qualifying Examination). These certificates (Secondary Marklist, Secondary Passing Certificate, Graduation and Post Graduation Certificate) will be kept under the custody of the Bank and will be released to the candidate on completion of 2 years of service in the Bank.
- Originals of all the documents, certificates and marklists of all semester examinations/ yearly examinations evidencing date of birth (Secondary Certificate) and academic/ professional qualification with two sets of self attested copies. In case the result of any of the previous semesters/years or final semester/year examination is not published at the time of joining the Bank, a certificate to the effect that you had completed the course study and attended all the semester examinations is to be produced from the College/University at the time of joining the Bank.
- Statement about your medical history and a certificate of fitness for employment in the Bank, from a Doctor not below the rank of Civil Surgeon/ Chief Medical Officer of a Government Hospital, in the format attached. Medical certificate from Private Hospitals will not be accepted. You are required to produce all the medical reports, lab reports, ECG etc along with medical fitness certificate.
- Satisfactory discharge certificate and experience certificate from the previous employer /s.
- A certificate about your character/conduct recently issued by the Principal of the College/Institute last attended by you. Alternatively, two character certificates recently issued by Gazetted Officers/ respected persons.



- f. A declaration of fidelity & secrecy, a declaration of place of domicile and a statement of assets and liabilities, as per the enclosed formats.
- g. One copy of your latest passport size photograph.
- h. One copy of this Order duly signed by you for having accepted the terms and conditions specified herein.
- i. Originals and self attested copies of any two of (i) PAN Card (ii) Voter's ID (iii) Aadhar Card (iv) Passport and (v) Driving License along with Background verification form (attached).

It shall be distinctly understood that this offer of appointment is subject to your medical fitness for employment in the Bank, satisfactory background check and submission of the certificates/documents as stipulated above, to the satisfaction of the Bank. The medical reports/fitness certificate submitted by you are liable to be re-examined/scrutinized by Bank's Doctor and your appointment in the Bank will be subject to your medical fitness for employment in the Bank as assessed by the Bank's Doctor. You are required to undergo physical medical examination by Bank's Doctor, in case the Doctor insists for a detailed medical examination, after analyzing the medical reports submitted by you. At any stage, if you are found not satisfying the eligibility norms, your candidature is liable to be cancelled without notice. Also be understood that any misrepresentation/hiding of facts in the application/personal data/any other documents/certificates is sufficient cause for termination of your service, without notice and compensation.

The offer of appointment is subject to your fulfillment of eligibility criteria stipulated by the Bank for being appointed in the Bank as Probationary Officer under campus recruitment. You are required to submit originals & copies of the marklists/certificates of all the previous years/semesters examinations at the time of joining the Bank proving that you had passed all the previous year/semester examinations at the time of campus interview and all the papers pertaining to the subsequent semester(s) should be cleared along with the result of the final years/semesters examination (final year/semester examination should be cleared in the first chance itself). In case the result of any of the semester examinations/final examination is published after the campus interview, but prior to joining the Bank, you are required to submit all the semester marklists, certificates, provisional certificate etc of such examinations at the time of joining the Bank in proof of having passed the examinations with required percentage of marks along with the result of the final year/semester examination failing which, you will not be permitted to join the Bank. In case the result of any of the previous semesters/years or final semester/year examination is not published at the time of joining the Bank, a certificate to the effect that you had completed the course study and attended all the semester examinations is to be produced from the College/University at the time of joining the Bank.

In your case, the minimum eligibility criteria in respect of educational qualification for being appointed in the Bank as Probationary Officer through campus recruitment is a Post-Graduation with minimum 60% marks. Also you should have passed SSC or equivalent exam, plus 2 or equivalent exam and graduation with 60% marks. In case the result of final year/semester examination is not published, you will have to submit the certificates and marklists in proof of having passed the final year/semester examination with required percentage of marks in the first attempt itself within a maximum period of 5 months from the date of joining the Bank in conformity with the minimum eligibility criteria in respect of educational qualification as stipulated by the Bank, failing which you are liable to be removed from the services of the Bank without any notice or communication, treating the appointment as cancelled. However, in case of willful default in submission of certificates/marklists within the above stipulated period, even after publication of result of the qualifying examination, your service is liable to be terminated and you are liable to remit the compensation amount / notice pay.

Other Benefits

You will be required to enroll yourself as a member of The Federal Bank Officers' Medical Welfare Fund from the date of joining the Bank and deduction to the Fund at applicable rate will be made from your salary, as per the rules prevailing in the Bank at present and as amended, altered or added from time to time.

You shall contribute to the Welfare Scheme (Diya) to support the family of deceased employees of the Bank, from the date of joining the Bank and contributions to the Scheme at applicable rate will be made from your salary, as per rules prevailing in the Bank at present and as duly amended, altered or added from time to time.

You will be covered under the "Defined Contributory" Pension Scheme in line with the New Pension Scheme introduced to Central Government employees.

On confirmation in Bank's service, you will be required to enroll yourself as a member of the Group Term Assurance Plan. The eligibility for enrollment in the Scheme will be subject to the terms, conditions, exceptions etc; as applicable under Group Term Assurance Plan at that time and as amended, altered or added from time to time.

On confirmation in Bank's service, you will be entitled to all other privileges enjoyed by other permanent members of Officers' cadre. You will be bound by all the conditions of service as applicable to Officers of the Bank as amended, altered or added from time to time. You will be subject to all the liabilities cast upon other permanent members of Officers' cadre.

Resignation/ Termination


REGISTRAR


If you are desirous of resigning from the service during the period of probation, you should give three months' notice in writing to the Bank or you would be liable to pay to the Bank three months' pay and allowances in lieu of notice, at the sole discretion of the Bank. In addition to this, you should pay an amount of ` 50,000/- as compensation, if such resignation is within 2 years of service in the Bank.

If you are desirous of resigning from the service after confirmation in the service of the Bank, you should give three month's notice in writing to the Bank or you would be liable to pay to the Bank three month's pay and allowances in lieu of notice, at the sole discretion of the Bank.

You are also required to pay an amount of ` 50,000/- as compensation amount and applicable notice pay as stated above to the Bank, if you ceased to be in the service of the Bank consequent to termination of service within 2 years of service. You are required to execute an agreement in stamp paper (which will be made available by the Bank) of appropriate value at the time of joining the Bank agreeing to the above terms and conditions of the appointment in respect of compensation amount /notice pay etc.

The compensation amount of ` 50,000/- mentioned above is the fair value of the minimum loss that will be incurred by the Bank if an employee quits the Bank before the stipulated minimum period of service.

General

You are liable to be transferred during the period of probation and also thereafter, as found expedient by the Bank at any time to any of the existing Branches/Offices in India or abroad or Subsidiaries or to the new Branches/Offices/ Subsidiaries of the Bank to be opened in future.

As per the administrative requirements, Bank may allot any duties to you from time to time and your designation will accordingly be changed depending upon the nature of work. You are advised to adhere to the acceptable levels of decorum at workplace (right from the induction period) by way of presentable attire [business casual, smart casual, business attire] and professional etiquettes representing the image and reputation of the Bank.

You will be eligible for actual travelling expenses (subject to a maximum of 02nd AC Train fare) from your place of domicile to FKDC and also from FKDC to the place of posting.

John P J
Vice President (HR)

I, Mohit Mehta, accept and confirm the above terms and conditions.

Place:

Date: (Signature of the Candidate)

-
Annexure

Monthly Emoluments

Particulars	Amount (₹)
Basic Pay	23700.00
Special Allowance BP	1836.75
Dearness Allowance	16471.00
Leased Accommodation@	12000.00

Sanna
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
Registrar

CCA	870.00
Entertainment Expenses	1800.00
Cleansing Charges	800.00
Newspaper #	450.00
Mobile Phone charges #	750.00
Petrol/Diesel (70 litres) *	4900.00
Total	63577.75

@ Leased accommodation amount will be credited to Lessor's account only (leased accommodation eligibility ranges from ` 6900/- to ` 20000/- depending upon the place of posting. At Aluva, it is ` 12000/-)

after one year

*You will be eligible for monthly conveyance allowance as follows;

a) 70 litres of petrol/diesel for four-wheeler vehicle registered in your name and used by you at your workplace

OR

b) 45 litres of petrol for two-wheeler vehicle registered in your name and used by you at your workplace

OR

c) Fixed conveyance of ` 2500/-

Other Allowances

Allowances	Amount (₹)	Remarks
Medical Aid	8000.00	Yearly
Closing Allowance	2200.00	Yearly
Digital Promotion	1800.00	Yearly
Cost of Brief Case/Office Bag	3750.00	Once in Three Years
Ex-gratia paid for 2018-19 @	46000.00	Lumpsum

@ Will vary according to the profit position of the Bank

-

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials. Federal Bank never asks for your confidential credentials.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.

The Federal Bank Ltd

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials. Federal Bank never asks for your confidential credentials.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.

The Federal Bank Ltd

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Sarav
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Reply


Forward

 **Mohith Mehtha - Fedaral Bank.pdf**
674K

Sanna
REGISTRAR
 REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE




Compensation Breakup

Salutation	Mr.	
Name	Ajith Sankar	
Role	Management Trainee	
Grade	2b	
Location	Kochi	
City	Kochi	
Reporting to	Area Manager - SF	
Date of Offer	13-Mar-2019	
Annual Compensation Break up		HDBFS Monthly
Basic	1,20,000	10,000
HRA	60,000	5,000
Other Allowance	1,84,000	15,333
Conveyance Allowance	19,200	1,600
Education Allowance	2,400	200
Provident Fund (Employer's contribution)	14,400	1,200
Gross Salary (A)	4,00,000	33,333
Gratuity----- (B)	5,769	481
Total Fixed Compensation (C=A+B)	4,05,769	33,814
Note:		
Employee and Employer's contribution to Provident Fund will be 12% of Basic Salary.		
This Offer is subject to positive reference checks & CIBIL report check. Your acceptance of the offer will be considered as consent for accessing your CIBIL report.		
Gratuity is as per "The Payment of Gratuity Act".		
Performance Bonus as per policy.		
Special Note:		
PAN number is mandatory and has to be provided at the time of joining the Organization for payment of salary. Please apply IMMEDIATELY for a PAN number if you do not have one.		
		



Compensation Breakup

Salutation	Mr.	
Name	Sarath Kumar	
Role	Management Trainee	
Grade	2b	
Location	Kochi	
City	Kochi	
Reporting to	Area Manager - SF	
Date of Offer	14-Mar-2019	
Annual Compensation Break up		HDBFS Monthly
Basic	1,20,000	10,000
HRA	60,000	5,000
Other Allowance	1,84,000	15,333
Conveyance Allowance	19,200	1,600
Education Allowance	2,400	200
Provident Fund (Employer's contribution)	14,400	1,200
Gross Salary (A)	4,00,000	33,333
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This Offer is subject to positive reference checks & CIBIL report check. Your acceptance of the offer will be considered as consent for accessing your CIBIL report.		
Gratuity is as per "The Payment of Gratuity Act".		
Performance Bonus as per policy.		
Special Note:		
PAN number is mandatory and has to be provided at the time of joining the Organization for payment of salary. Please apply IMMEDIATELY for a PAN number if you do not have one.		
		



June 9th, 2019

PERSONAL & CONFIDENTIAL

Aqsa Ajmal Khan

Re: Offer of Employment

Dear Aqsa,

On behalf of **HealthPlix Technologies Private Limited (the "Company" or "HealthPlix Technologies")**, we are pleased to offer you employment on the following terms. in. Your start date will be **1st July 2019** ("Start Date").

1. **Position.** Your title will be **Executive, Human Resource**. You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
2. **Cash Compensation.** You will receive INR. 3,00,000 (Rupees Three Lakh Only) as CTC per annum. In addition, you will be entitled to the stipulated daily allowance and performance incentive. Allowances and incentives will be communicated to you as per your base location and business targets by your reporting manger.
3. **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
4. **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
5. **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months' salary whichever is higher. During the exploratory period, the employee is required to give a (2) months' notice for termination of employment. The company may terminate your employment by giving two (2) weeks' notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

The company may terminate your employment without notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties, you will be liable to dismissal by the Company without notice.

On termination, a reconciliation of reimbursements against monthly accrued allowances will be calculated. You agree for company to offset any overpayment against any money owing to you on termination of employment.

On termination of your employment, for any reason, you must immediately return to company all company property and all documents and items relating to the company's business. This includes, but is not limited to, any phones, laptops, car, equipment, papers, keys, reports, computers, information and programs, records and

HealthPlix Technologies Private Limited

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documents and other information in whatever form, relating in any way to company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

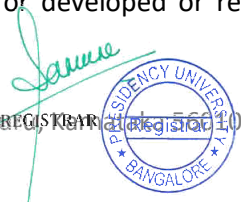
6. **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the "Confidential Information, Invention Assignment and Arbitration Agreement" as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
7. **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that "Confidential Information" means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company's products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee's or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

The parties agree that disclosures of Confidential Information may be made by Employee, and that this paragraph shall not apply, (i) to the extent necessary to comply with governmental disclosure requirements or applicable laws, (ii) pursuant to subpoena or order of any judicial, legislative, executive, regulatory or administrative body, or for Employee to lawfully enforce Employee's rights under this Agreement and (iii) to employees, advisors, legal counsel and financial advisors as may be necessary and appropriate in connection with the proper performance and enforcement of this Agreements.

8. **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee's right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced

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to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as "Company Inventions"). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are "works made for hire," as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company's sole discretion and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such Inventions.

9. **Arbitration Clause.** In consideration of Employee's employment with the Company, the Company's promise to arbitrate all employment-related disputes and Employee's receipt of the compensation and other benefits paid to Employee by the Company, at present and in the future, Employee agrees that any and all controversies, claims or disputes with anyone (including the Company and any employee, officer, director, stockholder or benefit plan of the Company in their capacity as such or otherwise) arising out of, relating to, or resulting from Employee's employment with the Company, or the termination of Employee's employment with the Company, including any breach of this Agreement, shall be subject to binding arbitration rules set forth in Indian Code of Civil Procedure. Disputes which Employee agrees to arbitrate, and thereby agree to waive any right to a trial by jury, include any statutory claims under the state or federal law, including, but not limited to, claims of harassment, discrimination or wrongful termination and any statutory claims. Employee further understands that this Agreement to arbitrate also applies to any disputes that the Company may have with Employee.
10. **Conflict of Interest.** HealthPlix Technologies has a strict policy against conflicts of interest. HealthPlix Technologies' code of conduct is located in its Employee Handbook. Before deciding whether to accept or reject this offer letter, please read the code of conduct carefully as it contains certain prohibitions against, among other things, holding outside employment, board memberships or advisory board positions in companies that may cause a conflict of interest. In order to avoid actual or perceived conflicts of interest, we ask that you work with Raghuraj (Director), to pre-approve any outside employment or board positions before joining HealthPlix Technologies.
11. **Governing Law; Severability.** Upon your acceptance of this offer, the terms of this letter agreement and the resolution of any disputes as to the meaning, effect, performance or validity of this letter agreement or arising out of, related to, or in any way connected with, this letter agreement, your employment with the Company or any other relationship between you and the Company (the "Disputes") will be governed by the provisions of Arbitration & Conciliation Act, 1996. If any provision of this letter agreement becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable, or void, the remainder of this letter agreement shall remain in effect and shall not be affected and the parties shall use their best efforts to find an alternative way to achieve the same result.
12. **Entire Agreement-Integration.** Please carefully review and consider the entire contents of this offer, which outlines some of the most important terms and conditions of employment with HealthPlix Technologies. Upon your acceptance, this accepted offer, including the attached "Confidential Information, Invention Assignment and Arbitration Agreement" between you and HealthPlix Technologies, sets forth the terms of your employment and constitutes the entire agreement between the parties, and supersedes all previous communications, representations, understandings, and agreements, whether oral or written, between the parties or any official or representative thereof, relating to the subject matter hereof. This accepted offer may

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not be modified or amended except by a written amendment signed by you and the Director of HealthPlix Technologies.

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check. Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time.

To indicate your acceptance of HealthPlix Technologies's offer, please sign and date the enclosed original and the "Confidential Information, Invention Assignment and Arbitration Agreement" and returning them to Human Resources. A duplicate original is enclosed for your records.

We are very excited to have you join the HealthPlix Technologies team and contributing to our shared vision and future success! Many exciting challenges lie ahead. We are confident you can make a significant contribution to our future growth.

Sincerely,

Sandeep Gudibanda

CEO and CoFounder.

HealthPlix Technologies Private Limited.

I have read and accept this offer of employment with HealthPlix Technologies and agree to the terms and conditions contained in this letter.

Aqsa Ajmal Khan

Enclosure(s): Annexure A, HealthPlix Technologies Confidential Information, Invention Assignment and Arbitration Agreement.

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HealthPlix Technologies Private Limited

Regd. Office: eLagaan Biztech Labs, 1st Floor, 19 KN Govinda Reddy Layout, Arekere Mico Layout, Bannerghatta Road, Bangalore - 560076

Sanne
REGISTRAR REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

FORM 'A'

To,
Anisha Jose
Bangalore

Dear Anisha,

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
Registrar
BANGALORE

Date: 11th February 2019

To,
Anisha Jose
Bangalore

Dear Anisha,

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


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

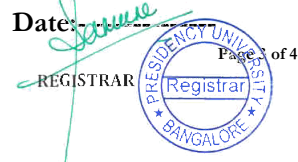
I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place:-----

Date:-----



Annexure 1
Name: Anisha Jose

	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,
Swetha. V
Bangalore

Dear Swetha,

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

REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Date: 11th February 2019

To,
Swetha. V
Bangalore

Dear Swetha,

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


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

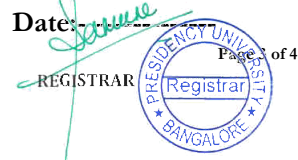
I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place:-----

Date:-----



Annexure 1

Name: Swetha. V

	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,
Shravya .S. Soma
Bangalore

Dear Shravya,

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
Registrar
BANGALORE

Date: 11th February 2019

To,
Shravya .S. Soma
Bangalore

Dear Shravya,

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


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

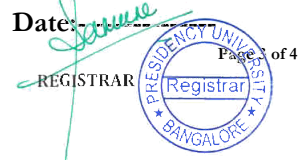
I agree to accept the terms and conditions mentioned above and also the Service Conditions and Non- Disclosure Agreement documents enclosed with this letter.

Name:

Signature: -----

Place:-----

Date:-----



Annexure 1

Name: Shravya .S. Soma

	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

Ref: MMFSL/Dec-2018/MT/HRD/C201812159810

Date: **December 28, 2018**

Mr. Ritesh Chinnappa

No 7/8, Chinnappa Reddy Building,
MES Ring Road, Jalahalli,
Bangalore,560013

Tel: +91 22 66526000
Fax: +91 22 2498170/71

Dear Mr. Ritesh Chinnappa,

SUB : Offer Letter

We refer to your application and subsequent interviews for the **MANAGEMENT TRAINEE-FARM EQUIPMENTS LOANS** position in our Company.

Further to the interview, we are pleased to offer you employment as **“Management Trainee - FARM EQUIPMENTS LOANS”** in Grade – **L80** at our Office Location.

You will be on Probation for a period of SIX months. During this period you will be entitled to the following:

1. Leave as per leave policy of the company.
2. You will be placed at our - **MYSORE** and report to the concerned Manager
3. The Management shall have the right to transfer your service and you will have to work as per the instructions / directions of the Management of the company in any of its divisions / branches / offices situated in India.

During this period, you will be entitled to the following:

Components	Amount (in INR)
Basic	144000
HRA	72000
Personal Allowance	145396
Monthly Gross	30116
Annual Gross	361396
Annual Benefits	
Provident Fund	17280
Gratuity	6924
Superannuation	14400
Gross Fixed Annual CTC	400000
Performance Pay *	80000
Retention Bonus **	120000
Total Annual CTC	600000

Handwritten initials

VM

*Note: Performance Pay is paid after 6 months, post confirmation and successful completion of the Project.

Retention Bonus - At the end of 1st year a one time 'Retention Bonus' of Rs. 1,20,000/- would be paid to the Management Trainee provided he / she is rated at 'S' and above in the appraisal.

At the end of the 2nd year an amount of Rs. 1,20,000/- would be paid and the same would be merged with the current CTC of the Management Trainee thereafter, provided he / she is rated at 'S+' or 'ES' in the appraisal. The total CTC would be further divided into the 80 : 20 ratio of fixed : variable.

** Allowance as per policies currently in force and subject to change based on individual and company's performance

1. Cover of personal accident insurance against death and disablement resulting from accidents to a maximum amount of **Rs. 10 lakhs** subject to satisfactory compliance of rules of insurance company in this regard. This will be effective from the date of payment of premium against this policy.
2. The Employee, spouse, children and two dependents will be covered under Group Mediclaim policy to a maximum amount of **Rs. 3 lakhs**.

A detailed appointment letter will be issued to you after your joining the Company.

We would appreciate if you can kindly join us on or before **June 01, 2019**

Please sign the duplicate copy of this letter as token of acceptance of the above offer.

The above offer of appointment is subject to submission & verification of following documents:

- Copies of your testimonials.
- Reference letters – 2 Nos
- Reference Check
- Passport Size Photographs – 3 Nos
- Relieving letter from Previous / last Employer.
- Medical Fitness Certificate
- Date of Birth Certificate
- Salary Certificate
- Address Proof

FOR MAHINDRA & MAHINDRA FINANCIAL SERVICES LTD.


AUTHORISED SIGNATORY


REGISTRAR


4th February, 2019

Sub: Offer of employment by Pin Click

Dear Shivakumari I,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “**Property Advisor**”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Shivakumari I	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR


- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear **Irfan ul hasan**,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “**Property Advisor**”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Irfan ul hasan	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Charan.n,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Charan.n	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Vivek,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Vivek pati pathak	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Akarsh D.V,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Akarsh d.v	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear **harish**,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “**Property Advisor**”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	harish.r	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Sunil,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	sunil	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Priyanka M S,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Priyanka M S	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Narasimha,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Narasimha Raju I	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		



 REGISTRAR
 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable



SOFTWARE TESTING TRAINING INSTITUTE
A Unit of Test Yantra Software Solutions India Pvt Ltd

www.qspiders.com

28th March, 2019

Dear Roopa R M,

On behalf of QSpiders Software Testing Training Institute, it is my pleasure to confirm our offer of employment to you as **HR Coordinator** in our **Basavanagudi Q - Bengaluru**. We extend this offer, and the opportunity it represents, with great confidence in your abilities.

The remuneration that is offered to you is detailed in Annexure (a) and other terms and conditions of the employment are detailed below.

You should complete and return the signed copy of your offer letter so that reference checks can be completed. Employment will be conditional on the receipt of references to the Company, prior to an agreed start date. A few original documents (or officially certified copies) must be mandatorily provided either before the commencement of employment, or no later than the morning of your first working day. The documents are listed in the Annexure (b)

Subject to the provisions contained in this offer, your services can be terminable by either party giving the other **One Month Notice**. No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

Statutory deductions, if any, will be made from your salary as per the prevailing law of the country. However, for your income tax you shall be personally responsible for filing returns etc. The company will provide you the tax deductions certificate, if applicable at the end of each financial year.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above. Your days of work and working hours will be as per the working hours of the office in which you are for the time being posted and can be changed at the discretion of the management of the Company. You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

You will abide by the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.



Receivd

Janne



Corporate Office : No. 1, 3rd Cross, Basappa Layout, Gavipuram Extn, Kempegowda Nagar, Bengaluru - 560 019, Karnataka

Ph : +91 98456 87781



Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof. The benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation agreement, etc.). Such agreements may be contained in offer letters from previous employers, stock option grants, employment agreements, independent contractor agreements, agreements for the sale of a business etc. You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party.

You will be under the probation period for 3 months, and if the performance is found unsatisfactory, the company has all the rights to terminate from the service immediately without any prior notification.

- An employee will be eligible for incentives only after probation period (3 month).
- If an employee is in notice period, he/she will not be eligible for incentives (Including pending incentive, irrespective of month)
- An employee will not be eligible for incentives if he/she is terminated from organization.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

Sincerely,

For QSPIDERS
(A Unit of Test Yantra Software Solutions (I) Pvt. Ltd.)



Suresha Babu S
Senior Executive HR

I agree to accept the conditional offer and employment on the above-mentioned terms and conditions. I'll report for duty tentatively in month on 27th March, 2019.

Signature: Suresha Babu S
REGISTRAR
REGISTRAR
BANGALORE



Mr. Shankar S
Presidency University
Bengaluru

Letter of Offer

Dear Mr. Shankar S

Subsequent to our discussion on our store, we are pleased to offer you the position of **Store Supervisor (Retail)**

Your services will be governed by a separate agreement which will be sent to you in due course after accepting the offer. You will be provided compensation as per the Annexure. Your date of joining will be 1st April 2019, failing which this offer shall stand withdrawn to be automatically cancelled.

You shall be required to bring along with you original and photocopies of certificates relating to:

1. Date of Birth
2. Photo Id Proof - (Driving License, Voter ID card, Passport, Pan Card)
3. Aadhar card
4. Address Proof - (Driving License, Voter ID card, Passport, Ration Card)
5. Educational/Technical / professional Qualifications
6. Copy of this Offer Letter
7. 5 Passport size photographs
8. Cancel Cheque for Bank Account details.

If the above terms and conditions are acceptable to you, you are requested to return the duplicate copy of this letter duly signed in token of your acceptance of the above offer.

Wishing you a rewarding and successful career with us.

Looking forward to meeting you.

Yours truly,

For Sri Naga Manjunatha Handlooms

Khunal Raj
Managing Director



SNM Arcade, Doddagaradi Street, Hassan - 573 201.
Ph : 08172 231538



snmhandlooms.2001@gmail.com



SNM

HANDLOOMS

the handloom people

Sri Nagamanjunatha Handlooms

Specialists in :

All Handloom Items, Home Furnishing, Shawl, hosiery, Bed Sheets & Mink Blankets,
Bed & Bed Linens, Sofa

GSTIN : 29AETPA6035N1ZY



We are in Google maps

SALARY ANNEXURE

Sl.No	Item	Shankar S	
		YEARLY C T C	MONTHLY C T C
	COMP ITEMS		
1	Fixed Salary	192,000	16,000
2	Commission	48,000	4,000
3	HRA	32,400	2,700
4	Bonus	25,200	2,100
	Sub Total	297,600	24,800
	OTHER ITEMS		
1	P. fund	23,040	1,920
2	Gratuity	10,200	850
	Sub Total	33,240	2,770
	Total	330,840	27,570



SNM Arcade, Doddagaradi Street, Hassan - 573 201.
Ph : 08172 231538



snmhandlooms.2001@gmail.com





Offer Letter

Date: July 09, 2019

Ms. Subbalakshmi Pothula

D/o Subbarayudu

#3D/7D Mother Terasa Colony

Hubli Dharwad, Karnataka - 580020

E-mail Id: subbalakshmi.pothula@gmail.com

Mobile No: +91 - 9731951142 / 9513173797

Dear Subbalakshmi,

Thank you for your interest in the employment with StraVis. Kindly confirm back to us with your acceptance.

At the time of joining you must bring your originals along with the photocopies of the following for our records:

1. StraVis letter of offer
2. All education certificates with marks list and degree provisional certificate
3. Previous employments Offer letters, Relieving/ Service certificates, Pay-slips and Form 16s
4. ID and address proof (PAN card, Passport and Aadhaar Card)
5. Passport Size photographs 4

Please note that you may be required to furnish additional documents on request. StraVis or its clients also reserve the right to conduct the required background check to verify all the above-mentioned details as and when required.

Any enquiries that you may have in connection may be addressed to the Recruitment team at 040-66006400 Extn: 816 or email to hr@stravissolutions.com

Sincerely,

Shailesh Gangakhedkar

Vice President- AMS





Dear Subbalakshmi,

We are pleased to appoint you as a part of Team StraVis and the relevant employment details are as provided below:

- ✦ **Designation: Trainee**
- ✦ **Competency: SAP SLcM**
- ✦ **Band: A**
- ✦ **Base Location: Hyderabad**
- ✦ **Reporting to Mr. Aatish Shukla**
- ✦ **Your Annual CTC is INR 3,50,000/- (Rupees Three Lakhs Fifty Thousand Only).** The detailed Pay structure is mentioned in Annexure-1.
- ✦ Your appointment will be effective from **Monday, July 15, 2019(DOJ)** but not later than two weeks after DOJ, failing which StraVis has the right to revisit the offer.
- ✦ You will be on probation for a period of six (6) months from the date of your joining, there after the probation period may be either extended at the discretion of the management or will continue probation until the time confirmed in writing. During the probation time, your services can be terminated with fifteen (15) days' notice or wages in lieu of notice period by either side.
- ✦ StraVis follows 45-hour week work schedule and you will be expected to adhere to the rules pertaining to work timings as communicated to you from time to time. While you are deputed on an assignment, you are expected to adhere to client calendar.
- ✦ You will be entitled to 18 leaves and applicable national holidays as declared by the Government of India.
- ✦ You will be eligible for Gratuity, ESI and the Provident Fund Programs as applicable and as per the relevant statutory requirements at that time.
- ✦ Medical Insurance coverage and Personal Accidental coverage –Please refer to Annexure1.
- ✦ Professional Tax and Income Tax deduction at source (TDS) will be deducted based on individual declarations made & as per regulations prevailing from time to time.
- ✦ Your services are transferable to any other place or office of the Company or to any subsidiary or associate company or client place. Such Transfer/deputation will be in accordance with the policies adhered by StraVis that are in effect at that time.
- ✦ You will retire in the normal course from the services of StraVis on attaining the age of superannuation that is on the day of your 60th birthday.
- ✦ Management reserves the right to re-structure salary components. Your signing this appointment letter confirms your acceptance of the terms and conditions of employment. As part of your employment as an employee of StraVis, you will have to sign and abide by Service Agreement outlining the additional terms of your employment.


REGISTRAR




Service Agreement

Terms and Conditions of Employment

- 1. Employment:** Effective as of the commencement date described below, the StraVis employs you and you accept employment by the StraVis upon the terms and conditions hereafter set forth.
- 2. Term of Employment:** Your employment under this agreement shall commence from the date of employment confirmation in writing. Either party shall give written notice of ninety (90) days of separation on successful completion of the probationary period. This clause is not applicable in case of termination taking place as per the clause (8) service agreement of offer letter.
- 3. Scope of Duties:** During the Employment Period, you shall be employed in the capacity as stated in the Letter of Appointment as well as such other duties and responsibilities which may be assigned to you from time to time. You shall perform such service in good faith and comply with all rules, regulations and policies established or issued by StraVis.
- 4. Extent of Service:** You shall devote your entire time, attention and energies to the business of StraVis, and shall not during the Employment period engage in any other business activity which in the judgment of StraVis conflicts with your duties hereunder.
- 5. Compensation:** In consideration of the services rendered by you hereunder, the StraVis shall pay you an aggregate base salary as per the agreement in the letter of appointment. In addition to the Base Salary, you will be eligible for the benefits which StraVis may from time to time make available generally to its employees in accordance with the terms of such benefit and welfare plans.
- 6. Business Expenses:** During the Employment period, the StraVis shall reimburse you for all reasonable and necessary travel expenses in line with the business expense policy and other expenses incurred by you for or on behalf of StraVis in the performance of your duties hereunder (hereinafter referred to as "Business Expenses") upon presentation by you to StraVis of appropriate expense reports.
- 7. Death:** In the event of unforeseen situation during the Employment Period, your employment hereunder shall be deemed to terminate as of the last day of the month during which the death occurs. In such situation, neither you nor the beneficiaries shall have any further rights or claims against the StraVis, except the right to receive: The unpaid portion of the Base Salary, computed on a pro rata basis to the date of termination; Any earned, but unpaid commissions or other sales incentives; and Reimbursement for any unpaid business expenses
- 8. Termination for Cause:** Upon furnishing of notice to you, StraVis may terminate your employment for cause at any time during the Employment period by reason of (i) neglect of your duties hereunder, (ii) breach of or negligence with respect to your obligations under this Agreement, (iii) engaging in misconduct injurious to StraVis, or (iv) your commission of an act constituting common law fraud or a felony. If your employment is terminated by StraVis for cause as herein defined, your Base Salary and your eligibility for all other benefits provided by StraVis shall cease as of your termination date, after which time StraVis shall have no other further liability or obligation of any kind to the Employee under this Agreement, except you shall have the right to receive: The unpaid portion of the Base Salary, computed on a pro rata basis to the date of termination; Reimbursement for any unpaid business expenses; and Unused personal and vacation days to which you are entitled in accordance with StraVis policy.


REGISTRAR




9. Employee Acknowledgments: You recognize and acknowledge that in the course of your employment it will be necessary for you to acquire information which could include, in whole or in part, information concerning StraVis sales, sales volume, sales methods, sales proposals, customers and prospective customers, suppliers and prospective suppliers, identity, practices and procedures of key purchasing and other personnel in the employ of customers and prospective customers and suppliers and prospective suppliers, amount or kind of customer's purchases from StraVis, research reports, the StraVis computer program, system documentation, special hardware, related software development, the StraVis manuals, methods, ideas, improvements or other confidential or proprietary information belonging to StraVis or relating to StraVis affairs (collectively referred to herein as "Confidential Information") and that such information is the property of the StraVis.

You further agree that the use, misappropriation or disclosure of the Confidential Information would constitute a breach of trust and could cause irreparable injury to StraVis, and it is essential to the protection of the StraVis good will and to the maintenance of StraVis competitive position that the Confidential Information be kept secret and you agree not to disclose the Confidential Information to others or use the Confidential Information to your own advantage or the advantage of others.

You recognize and acknowledge that it is essential for the proper protection of the business of StraVis that you be restrained from soliciting or inducing any employee of StraVis to leave the employment of the Company or hiring or attempting to hire any employee of the Company.

10. Non-Disclosure of Confidential Information: You shall hold and safeguard the Confidential Information in trust for StraVis and its successors and shall not, without the prior written consent of StraVis, misappropriate or disclose or make available to anyone for use outside the StraVis organization at any time, either during your employment with StraVis or subsequent to the termination of your employment with StraVis for any reason, including, without limitation, termination by StraVis for cause or without cause, any of the Confidential Information, whether or not developed by you, except as required in the performance of your duties to StraVis.

11. Return of Materials: Upon the termination of your employment with StraVis for any reason, including without limitation termination by StraVis for cause or without cause, you shall promptly deliver to StraVis all correspondence, manuals, orders, letters, notes, notebooks, reports, programs, proposals and any documents and copies concerning the StraVis' s customers or concerning products or processes used by StraVis and, without limiting the foregoing, will promptly deliver to StraVis any and all other documents or material containing or constituting Confidential Information.

12. Non-Solicitation of Customers and Suppliers: You shall not during the time of your employment with StraVis, directly or indirectly, solicit the trade of, or do business with, any customer or prospective customer, or supplier or prospective supplier of StraVis for any business purpose other than for the benefit of the StraVis. You further acknowledge that, in consideration of the promises contained in the Agreement and to induce StraVis to enter into this Agreement, you shall not for One (1) year following the termination of your employment with StraVis, including, without limitation, termination by the StraVis for cause or without cause, directly or indirectly, solicit the trade of, or do business with, any person or entity whatsoever who or which is or was a customer or supplier of StraVis in any of the territory or territories assigned to you during the Employment Period, with respect to products of the same or similar kind as those presently or in the future distributed by StraVis.


REGISTRAR




13. Non-Solicitation of Employees: You shall not during your employment with StraVis and for One (1) year following termination of your employment with StraVis, including, without limitation, termination by the StraVis for cause or without cause, directly or indirectly, solicit or induce, or attempt to solicit or induce, any employee, current or future, of the StraVis to leave the StraVis for any reason whatsoever, or hire any current or future employee of StraVis.

All the terms of employment specified in this document can change, based on changes in the business scenario, from time to time. You will be informed about all such changes and will have to comply with the revised changes.

Employee Signature:

Employee Name:

Date:

Janus
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Annexure-1

Salary Structure of Ms. Subbalakshmi Pothula		
Salary Components	Per Month	Annualized
Basic	Rs. 10,112	Rs. 1,21,349
House Rent Allowance	Rs. 4,045	Rs. 48,539
Conveyance	Rs. 1,600	Rs. 19,200
Medical	Rs. 1,250	Rs. 15,000
Other Benefits	Rs. 9,599	Rs. 1,15,185
Gross Salary	Rs. 26,606	Rs. 3,19,273
Employee contribution to PF	Rs. 1,800	Rs. 21,600
Net Take Home	Rs. 24,806	Rs. 2,97,673
FIXED SALARY	Rs. 28,893	Rs. 3,46,710
Company contribution to PF	Rs. 1,800	Rs. 21,600
;Gratuity	Rs. 486	Rs. 5,837
Medical Insurance	Rs. 274	Rs. 3,290
Cost To Company (CTC)	Rs. 29,167	Rs. 3,50,000

Calculation details of Salary Structure		
A	Fixed salary	Annual CTC – Medical Insurance– Variable Pay Compensation
N	Basic	35% of Fixed salary or EPF monthly wage ceiling to INR 15000/-
N	HRA	40% of Basic, if Applicable
U	Conveyance	19200/- per year
A	Medical	15000/- per year
L	Gross salary	Basic + HRA + Conveyance + Medical + Other Benefits
	Other benefits	Fixed Salary - (Basic + HRA + Conveyance + Medical) - (Employee Contribution+ Gratuity)
	PF -Employee Contribution	12% of Basic or Statutory contribution Rs. 1800/- (Whichever is higher)
	PF- Employer Contribution	12% of Basic or Statutory contribution Rs. 1800/- (Whichever is higher)
	Gratuity	Applicable
	ESI	As per the Employee State Insurance Act (If applicable)
	PT	As per the Telangana State Professional Tax Slab Rates
	IT	As per the Income Tax Rules
	Mediclam	INR 3,290/- amount covering INR 1,00,000/- (Single/unmarried) and INR. 6,580 coverage of INR 2,00,000/- (Married). Group Accidental Insurance coverage INR 5,00,000/-
	Monthly Gross	Annual Gross/12
	Net take Home	Monthly gross – Other Deductions

4th February, 2019

Sub: Offer of employment by Pin Click

Dear **Mohd amer**,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “**Property Advisor**”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Mohd Amer	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
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Benefits			
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D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

TCIEXP/HRD/XCRP/RC01343/2019

6th April, 2019

Ms. Sanjana V,
D/o Mr. Vijiyakumar,
3/201, Santhur Post, Kattagaram, Pochampalli,
Krishnagiri, Tamil Nadu - 635206.
Ph. No. +91 7339164364

Subject: Offer of Appointment

Dear Ms. Sanjana V,

With reference to your candidature and subsequent interview you had with us, we are pleased to offer you appointment in the services of the company as **Territory Sales Officer (TSO)** effective from **15th April, 2019** on mutually agreed terms and conditions.

Your initial place of posting will be at our **TCI Express Bangalore Regional Office**. You are required to report to: **Mr. Piush Chachan, Regional Head-XBRO**. In addition, your functional reporting would be to **Mr. Manish Jain, National Head - Sales & Marketing, TCI Express Corporate office**.

Detailed appointment letter shall be given to you on your reporting.

Please submit following documents at the time of joining.

1. Photocopy of all education certificates along with original certificates
2. 2 references letter from persons of repute on non-judicial stamp of Rs.10/- along with the Photocopy of their photo ID proof
3. Non-Disclosure agreement on Non-Judicial stamp paper of Rs. 50 (Refer attached format)
4. 3 passport size photographs
5. Copy of Voter I Card copy/ Passport Copy/ Driving License Copy
6. Copy of passbook of Bank A/c in State Bank of India/ HDFC Bank
7. Copy of Aadhar Card
8. Copy of Pan Card
9. Experience certificates, as applicable
10. Relieving letter from your present employer, as applicable
11. Last 3 Months Salary Slip, as applicable

This offer letter is subject to verification of the antecedent & documents submitted by you. This offer & appointment shall stand cancelled in-case of unsuccessful verification at any point of your employment.

You are requested to report for joining along with above documents (along with the originals) on **14th April 2019 at 1:00 PM** at **TCI Express Limited, TCI House, 69 Institutional Area, Sector-32, Gurgaon – 122001, Ph. No – 0124- 2384090-94**. The originals will be returned back to you after verification.

Should you fail to report for joining as mentioned above, the offer for employment shall stand cancelled without making further reference in this regard, which may please be noted.

You are requested to carefully read the **Annexure II** containing information about your joining & Induction.

Amresh Mishra

Sanjana V

TCI Express Limited

CIN: L62200TG2008PLC061781

Corporate Office: TCI House, Plot No. 69, Sector 32, Institutional Area, Gurugram - 122001, India
Tel.: +91-124-2384090-94 • Email: info@tciexpress.in • Website: www.tciexpress.in

Registered Office: Flat Nos. 306 & 307, 1-8-273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad – 500003 • Tel.: +91 40 27840104



Please return duplicate copy of this Offer Letter as a token of acceptance of the offer to the undersigned latest by **8th April 2019**.

Regards,

With Best Wishes,

For TCI Express Ltd.



**Amresh Mishra
AVP-HR**

Sanjana V

Signature

Encl: Annexure I (CTC Details)
Annexure II (Details regarding Joining & Induction)


REGISTRAR



PRESIDENCY UNIVERSITY
Registrar
BANGALORE

(ANNEXURE-1: CTC DETAILS)

Name: Sanjana V	Grade: D
Basic Salary	13,300
House Rent Allowance (50% of Basic)	6,650
Conveyance	1,800
Statutory Bonus	792
Special Allowances	4,125
Provident Fund (12% of Basic)	1,596
Group Personal Accident Insurance	19
Uniform	250
Medical Insurance	925
Gratuity	639
TOTAL	3,429
Monthly CTC	30,096
Gross salary per month	25,875
Per Annum CTC	3,61,157
Gross salary per annum	3,10,500

* As per the Bonus act, you are eligible for annual bonus. It would be paid to you as per the State Minimum wage or bonus ceiling, whichever is higher. It can change in a year as per the said rules of the Bonus Act.

Sanjana V

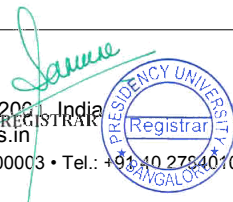
Signature

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Registered Office: Flat Nos. 306 & 307, 1-8-273, Third Floor, Ashoka Bhoopal Chambers, S P Road, Secunderabad – 500003 • Tel.: +91 40 27840704



ANNEXURE-II (Joining & Induction)

Submission of Documents

On Day zero, the Joining Formalities shall be done.

Please **submit all the required documents** as mentioned in the Offer letter (Sr. no. 1 to 9) on **14th April, 2019** between **1:00 PM – 4:00PM** at our **Corporate Office i.e. TCI House, 69, Institutional Area, Sector 32, Gurgaon – 122001.**

Induction Programme

From Day 1, you will undergo Induction programme between **15th April,19 to 22nd April,19** at our Corporate Office in Gurgaon and other offices/ facilities around Delhi/ NCR

Travelling

- You shall be required to bear expenses incurred on travel while reporting for joining and Induction
- Train ticket from Gurgaon to your place of posting shall be arranged by us

Conveyance

- You shall be required to make your own arrangement to reach to the hotel as mentioned herein below
- Conveyance has been arranged to & from hotel to office and other facilities during the Induction programme.

Stay & Accommodation:

Your accommodation is arranged at below guest house:

THE N S RESIDENCY

Plot No. 208-P,

Near DPS Primary School

Sec. 47, Gurugram - 122001

Phone: 0124-4054437/ 9599754675 (Contact Person: Mr. R.K. Verma)

Check-in time at the guest house is **After 10:00 AM onwards on 14th April, 2019**

- Necessary arrangement is made for stay, breakfast & Dinner.
- Menu is fixed. You shall be required to bear expenses, if you order apart from the fixed menu.
- You shall be required to clear all your dues with the guest house before check-out.

Important Note:

Please carry all your luggage, as you shall proceed to your place of posting on the last day of the Induction Programme (i.e., **22nd April, 2019**)

Amresh Mishra

Sanjana V

REGISTRAR

REGISTRAR

PRESIDENCY UNIVERSITY
BANGALORE

TCIEXP/HRD/XCRP/RC01341/2019
Mr. Thangavel Annapackiam,
S/o Mr. Annapackiam,
24/3, Vadivel Nagar 5th Cross, Woraiyur,
Triuchirappalli, Tamil Nadu - 620003.
Ph. No. +91 9092826400

6th April, 2019

Subject: Offer of Appointment

Dear Mr. Thangavel Annapackiam,

With reference to your candidature and subsequent interview you had with us, we are pleased to offer you appointment in the services of the company as **Territory Sales Officer (TSO)** effective from **15th April, 2019** on mutually agreed terms and conditions.

Your initial place of posting will be at our **TCI Express Hyderabad Regional Office**. You are required to report to: **Mr. Sunil Kumar Rai, Regional Head-XHRO**. In addition, your functional reporting would be to **Mr. Manish Jain, National Head - Sales & Marketing, TCI Express Corporate office**.

Detailed appointment letter shall be given to you on your reporting.

Please submit following documents at the time of joining.

1. Photocopy of all education certificates along with original certificates
2. 2 references letter from persons of repute on non-judicial stamp of Rs.10/- along with the Photocopy of their photo ID proof
3. Non-Disclosure agreement on Non-Judicial stamp paper of Rs. 50 (Refer attached format)
4. 3 passport size photographs
5. Copy of Voter I Card copy/ Passport Copy/ Driving License Copy
6. Copy of passbook of Bank A/c in State Bank of India/ HDFC Bank
7. Copy of Aadhar Card
8. Copy of Pan Card
9. Experience certificates, as applicable
10. Relieving letter from your present employer, as applicable
11. Last 3 Months Salary Slip, as applicable

This offer letter is subject to verification of the antecedent & documents submitted by you. This offer & appointment shall stand cancelled in-case of unsuccessful verification at any point of your employment.

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You are requested to carefully read the **Annexure II** containing information about your joining & Induction.

Amresh Mishra

Thangavel Annapackiam

TCI Express Limited

CIN: L62200TG2008PLC061781

Corporate Office: TCI House, Plot No. 69, Sector 32, Institutional Area, Gurugram - 122001, India
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Please return duplicate copy of this Offer Letter as a token of acceptance of the offer to the undersigned latest by **8th April 2019**.

Regards,

With Best Wishes,

For TCI Express Ltd.



**Amresh Mishra
AVP-HR**

Thangavel Annapackiam

Signature

Encl: Annexure I (CTC Details)
Annexure II (Details regarding Joining & Induction)


REGISTRAR



TCI EXPRESS

LEADER IN EXPRESS

(ANNEXURE-1: CTC DETAILS)

Name: Thangavel Annapackiam	Grade: D
Basic Salary	13,300
House Rent Allowance (50% of Basic)	6,650
Conveyance	1,800
Statutory Bonus	792
Special Allowances	4,125
Provident Fund (12% of Basic)	1,596
Group Personal Accident Insurance	19
Uniform	250
Medical Insurance	925
Gratuity	639
TOTAL	3,429
Monthly CTC	30,096
Gross salary per month	25,875
Per Annum CTC	3,61,157
Gross salary per annum	3,10,500

* As per the Bonus act, you are eligible for annual bonus. It would be paid to you as per the State Minimum wage or bonus ceiling, whichever is higher. It can change in a year as per the said rules of the Bonus Act.

Thangavel Annapackiam

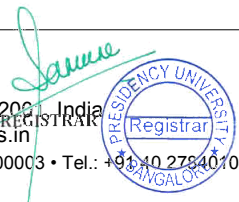
Signature

TCI Express Limited

CIN: L62200TG2008PLC061781

Corporate Office: TCI House, Plot No. 69, Sector 32, Institutional Area, Gurugram - 122002, India
Tel.: +91-124-2384090-94 • Email: info@tciexpress.in • Website: www.tciexpress.in

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ANNEXURE-II (Joining & Induction)

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Plot No. 208-P,

Near DPS Primary School

Sec. 47, Gurugram - 122001

Phone: 0124-4054437/ 9599754675 (Contact Person: Mr. R.K. Verma)

Check-in time at the guest house is **After 10:00 AM onwards on 14th April, 2019**

- Necessary arrangement is made for stay, breakfast & Dinner.
- Menu is fixed. You shall be required to bear expenses, if you order apart from the fixed menu.
- You shall be required to clear all your dues with the guest house before check-out.

Important Note:

Please carry all your luggage, as you shall proceed to your place of posting on the last day of the Induction Programme (i.e., **22nd April, 2019**)

Amresh Mishra

Thangavel Annapackiam

REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore

PRIVATE AND CONFIDENTIAL

April 4, 2019

**M Surya Reddy
Bangalore**

Dear M Surya,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Trainee Research Analyst-F&R** role.

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entity whose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date

- a. Your employment with the Company commences on **April 10, 2019**.

2. Initial Position, Work Description, Title Use and Work Base

- a. Your work base at commencement of your employment will be **Bangalore**. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time to time be revised by a written notice to you.
- b. The Company reserves the right to re-designate or revise your Position or work description at any time by a written notice to you.
- c. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise
- d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes for benefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

3. Remuneration

- a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.
- b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee (Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.
- c. The Company may at its sole discretion from time to time review your remuneration, normally once annually. Where the Company agrees to revise your remuneration, you will be notified of it in writing. Until the Company notifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

Thomson Reuters International Services Private Limited
Bangaluru Office: Divyasree Technopolis, 36/2 & 124,
Yamalur Village, Varthur Hobli, Off HAL Airport Road,
Bangaluru – 560 037

O +91 80 6749 0000
O +91 80 3049 0000
F +91 80 6749 1999
F +91 80 3049 1999

Regd. Office: Unit 2A, 1st Floor, 'A' Wing
Prism Towers, 2nd Cross, 1st Stage,
Goregaon (W), Mumbai
REGISTRAR
CIN: U72100MH2003PLC000000
BANGALORE

4. Probation

- a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.
- b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment of proportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.
- c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits

- a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailed in the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time

6. Leave

- a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment".

7. Information Provided By You, Reference Checks, Background Checks

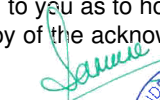

- a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.
- b. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).
- c. The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.
- d. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment

8. Code of Conduct

- a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standards of ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as to the standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you as to how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy of the acknowledgement form at the end of the Code and return it to your local Human Resources department.


REGISTRAR


- b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying To You

- a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it will be necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees
- b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are made to the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereof from time to time.

10. Confidentiality

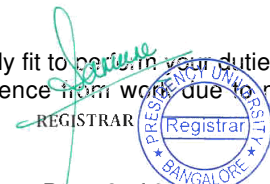
- a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment. Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.
- b. You will keep confidential the Confidential Information and not use it for any purpose other than the performance of your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.
- c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights

- a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights in the works created by you in accordance with the form attached to this letter as Annexure IV.

12. Termination

- a. Without limiting clause 4, the Company may at any time terminate your employment:
- i. Without cause by giving you prior written notice of at least **60 days (Notice Period)** or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:
- ii. With immediate effect without any compensation by a written notice to you if:
- A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment
- B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violations of any Policies (defined below) or have been grossly negligent or reckless in your conduct);
- The Company at any time discovers that any information or document submitted by you is fraudulent, materially false or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 9 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interests should your employment continue.
- iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;



- iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;
 - v. By a written notice, where in the event your appointment is made subject to your passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and
 - vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).
- b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least **60 days**.
- c. In the event of a notice for termination or notice of resignation being served in accordance with this Letter, notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at its sole option and discretion, to place you on garden leave from the date of the notice of termination or resignation until the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties. You may not be engaged or employed by or take up any office or partnership in any other company, firm or business, or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.
- 13. Company Policies**
- a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key current Policies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies
 - b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may from time to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agree that the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies. You agree to be bound by all such changes.
- 14. Notice Pay Reimbursement (if applicable)**
- Where the Company reimburses to you any amount that you have to (or have had to) pay to your previous employer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that:
- a. You are responsible to properly account for and pay any applicable statutory taxes or levies on such payment;
 - b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.
 - c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged to pay you at the time of settling your dues following cessation of employment.
15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.
- 16. General**
- a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of your employment contract.
 - b. Where you wish to give notice to the Company you must send it to the Company's office located at the place where your manager is based with a copy to Human Resource team supporting your function. You agree that where we need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of the last known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.
 - c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.


REGISTRAR


Please return to us a copy of this letter duly signed by you as a token of your acceptance of employment with us on the terms and conditions set out in this letter (and the other relevant documents).

We are excited about the many ways you will have opportunities to contribute to the success of the Company and look forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch with the Talent Acquisition team member with whom you have been connected with.

Yours faithfully

For Thomson Reuters International Services Private Limited



Catriona Mackness
Head of HR Operations, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and further agree that (a) it contains the terms of my employment with the Company including those set out in Annexure I to this letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

M Surya Reddy
Trainee Research Analyst-F&R

Annexure I - Total Rewards (A + B + C + D)

Name : M Surya Reddy
Reporting Manager : Shilpa Prahalad

Title : Trainee Research Analyst-F&R
Department : Financial and Risk

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	153,000
Flexible Pay (per annum)	83,640
Provident Fund (12% Basic Salary) (per annum)	18,360
Base Pay (Total Fixed Pay)	255,000

B - Variable Pay
Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Variable Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company
- This is a discretionary bonus plan based on Individual performance and Company performance with a payout of **6.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount INR **15,300** (An indicative amount only) on a full year basis
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be in lieu of bonus based on profits payable under the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

C - Statutory Benefit
Gratuity:


Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies.

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 50,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)*
Employee's Group Personal accident insurance Policy (GPA):	Insurance covers disability (permanent and partial) due to accident .
Employees Depository Linked Insurance (EDLI)	Flat Sum Insured: INR. 601,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part For Thomson Reuters International Services Private Limited **ACKNOWLEDGED AND AGREED**


Catriona Mackness
Head of HR Operations, India

M Surya Reddy
Date: April 4, 2019



*Please refer the Flexi pay document to understand the terms & conditions

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part.

For **Thomson Reuters International Services Private Limited**

ACKNOWLEDGED AND AGREED



Catriona Mackness
Head of HR Operations, India
Date: April 4, 2019

M Surya Reddy
Trainee Research Analyst-F&R
Date: April 4, 2019

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).
- 3 Passport Size Photographs in White background.

Annexure III**CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS
REGARDING COMPENSATION AND BENEFITS AND
GENERAL EMPLOYMENT TERMS**

I **M Surya Reddy**, hereby confirm that I acknowledge having received a copy of and agree to the contents of the following memorandum:

(a) Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at <https://thehub.thomsonreuters.com>, and I further understand that it is my responsibility to check for any modifications or amendments to the memorandum mentioned above from time to time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with them as are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature :

Name : M Surya Reddy

Title : Trainee Research Analyst-F&R

Date : April 4, 2019

Annexure IV

**Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)**

Intellectual Property related Undertaking

By this undertaking (**Undertaking**), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I:
 - i. Will promptly make full and complete disclosure about the Intellectual Property to the Company; and
 - ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.

The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere in the world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.
2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including without limitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.
3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due or will accrue to me in consideration of the rights granted by me under this Undertaking.
4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive any such rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.
5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

ACKNOWLEDGED AND AGREED

Signature :

Name : M Surya Reddy

Date : April 4, 2019


REGISTRAR


PRIVATE AND CONFIDENTIAL

April 4, 2019

Rayanki Balaji
Bangalore

Dear Rayanki,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Trainee Research Analyst-F&R** role.

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entity whose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date

- a. Your employment with the Company commences on **April 10, 2019**.

2. Initial Position, Work Description, Title Use and Work Base

- a. Your work base at commencement of your employment will be **Bangalore**. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time to time be revised by a written notice to you.
- b. The Company reserves the right to re-designate or revise your Position or work description at any time by a written notice to you.
- c. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise
- d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes for benefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

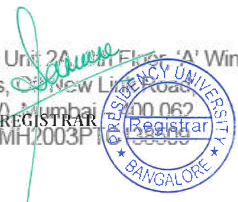
3. Remuneration

- a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.
- b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee (Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.
- c. The Company may at its sole discretion from time to time review your remuneration, normally once annually. Where the Company agrees to revise your remuneration, you will be notified of it in writing. Until the Company notifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

Thomson Reuters International Services Private Limited
Bengaluru Office: Divyasree Technopolis, 36/2 & 124,
Yamalur Village, Varthur Hobli, Off HAL Airport Road,
Bengaluru – 560 037

O +91 80 6749 0000
O +91 80 3049 0000
F +91 80 6749 1999
F +91 80 3049 1999

Regd. Office: Unit 2A, 1st Floor, 'A' Wing
Prism Towers, 2nd Cross, New Link Road,
Goregaon (W), Mumbai - 400 062
CIN: U72100MH2003PLC000000



4. Probation

- a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.
- b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment of proportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.
- c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits

- a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailed in the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time

6. Leave

- a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment".

7. Information Provided By You, Reference Checks, Background Checks

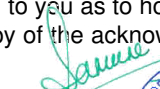

- a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.
- b. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).
- c. The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.
- d. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment

8. Code of Conduct

- a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standards of ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as to the standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you as to how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy of the acknowledgement form at the end of the Code and return it to your local Human Resources department.


REGISTRAR


- b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying To You

- a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it will be necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees
- b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are made to the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereof from time to time.

10. Confidentiality

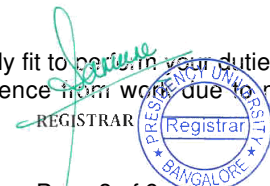
- a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment. Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.
- b. You will keep confidential the Confidential Information and not use it for any purpose other than the performance of your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.
- c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights

- a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights in the works created by you in accordance with the form attached to this letter as Annexure IV.

12. Termination

- a. Without limiting clause 4, the Company may at any time terminate your employment:
- i. Without cause by giving you prior written notice of at least **60 days (Notice Period)** or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:
- ii. With immediate effect without any compensation by a written notice to you if:
- A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment
- B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violations of any Policies (defined below) or have been grossly negligent or reckless in your conduct);
- The Company at any time discovers that any information or document submitted by you is fraudulent, materially false or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 9 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interests should your employment continue.
- iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;



- iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;
 - v. By a written notice, where in the event your appointment is made subject to your passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and
 - vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).
- b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least **60 days**.
- c. In the event of a notice for termination or notice of resignation being served in accordance with this Letter, notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at its sole option and discretion, to place you on garden leave from the date of the notice of termination or resignation until the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties. You may not be engaged or employed by or take up any office or partnership in any other company, firm or business, or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.
- 13. Company Policies**
- a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key current Policies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies
 - b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may from time to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agree that the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies. You agree to be bound by all such changes.
- 14. Notice Pay Reimbursement (if applicable)**
- Where the Company reimburses to you any amount that you have to (or have had to) pay to your previous employer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that:
- a. You are responsible to properly account for and pay any applicable statutory taxes or levies on such payment;
 - b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.
 - c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged to pay you at the time of settling your dues following cessation of employment.
15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.
- 16. General**
- a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of your employment contract.
 - b. Where you wish to give notice to the Company you must send it to the Company's office located at the place where your manager is based with a copy to Human Resource team supporting your function. You agree that where we need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of the last known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.
 - c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.


REGISTRAR


Please return to us a copy of this letter duly signed by you as a token of your acceptance of employment with us on the terms and conditions set out in this letter (and the other relevant documents).

We are excited about the many ways you will have opportunities to contribute to the success of the Company and look forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch with the Talent Acquisition team member with whom you have been connected with.

Yours faithfully

For Thomson Reuters International Services Private Limited



Catriona Mackness
Head of HR Operations, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and further agree that (a) it contains the terms of my employment with the Company including those set out in Annexure I to this letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Rayanki Balaji
Trainee Research Analyst-F&R

Annexure I - Total Rewards (A + B + C + D)

Name : Rayanki Balaji
Reporting Manager : Shilpa Prahalad

Title : Trainee Research Analyst-F&R
Department : Financial and Risk

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	153,000
Flexible Pay (per annum)	83,640
Provident Fund (12% Basic Salary) (per annum)	18,360
Base Pay (Total Fixed Pay)	255,000

B - Variable Pay
Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Variable Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company
- This is a discretionary bonus plan based on Individual performance and Company performance with a payout of **6.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount INR **15,300** (An indicative amount only) on a full year basis
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be in lieu of bonus based on profits payable under the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

C - Statutory Benefit
Gratuity:


Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies.

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 50,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)*
Employee's Group Personal accident insurance Policy (GPA):	Insurance covers disability (permanent and partial) due to accident .
Employees Depository Linked Insurance (EDLI)	Flat Sum Insured: INR. 601,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part For Thomson Reuters International Services Private Limited **ACKNOWLEDGED AND AGREED**


Catriona Mackness
Head of HR Operations, India

Rayanki Balaji
Date: April 4, 2019

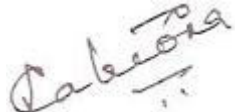


*Please refer the Flexi pay document to understand the terms & conditions

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part.

For **Thomson Reuters International Services Private Limited**

ACKNOWLEDGED AND AGREED



Catriona Mackness
Head of HR Operations, India
Date: April 4, 2019

Rayanki Balaji
Trainee Research Analyst-F&R
Date: April 4, 2019

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).
- 3 Passport Size Photographs in White background.

Annexure III**CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS
REGARDING COMPENSATION AND BENEFITS AND
GENERAL EMPLOYMENT TERMS**

I **Rayanki Balaji**, hereby confirm that I acknowledge having received a copy of and agree to the contents of the following memorandum:

(a) Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at <https://thehub.thomsonreuters.com>, and I further understand that it is my responsibility to check for any modifications or amendments to the memorandum mentioned above from time to time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with them as are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature :

Name : Rayanki Balaji

Title : Trainee Research Analyst-F&R

Date : April 4, 2019

Annexure IV

**Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)**

Intellectual Property related Undertaking

By this undertaking (**Undertaking**), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I:
 - i. Will promptly make full and complete disclosure about the Intellectual Property to the Company; and
 - ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.
The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere in the world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.
2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including without limitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.
3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due or will accrue to me in consideration of the rights granted by me under this Undertaking.
4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive any such rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.
5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

ACKNOWLEDGED AND AGREED

Signature :

Name : Rayanki Balaji

Date : April 4, 2019


REGISTRAR


PRIVATE AND CONFIDENTIAL

April 3, 2019

Anish G Namavali
Bangalore

Dear Anish G,

Thank you for your interest in associating with our organisation. We are pleased to confirm your selection for the **Trainee Research Analyst - F&R** role.

Congratulations!

We are delighted to set out below the terms and conditions of your employment with the Thomson Reuters entity whose name appears on this letterhead Thomson Reuters International Services Private Limited.

1. Commencement Date

- a. Your employment with the Company commences on **April 8, 2019**.

2. Initial Position, Work Description, Title Use and Work Base

- a. Your work base at commencement of your employment will be **Bangalore**. Your reporting line, objectives, hours of work and other relevant details relating to the Position will be notified to you in due course. You will accept and abide by all lawful and reasonable instructions issued by any of your managers/ superiors. This may from time to time be revised by a written notice to you.
- b. The Company reserves the right to re-designate or revise your Position or work description at any time by a written notice to you.
- c. The Company may at any time transfer, second, depute or assign your services to any establishment or operation of the Company or any other Group Company or any successor company whether in India or abroad. Group Company means an entity that, from time to time, directly or indirectly controls, is controlled by, or is under common control with a party, or that is a successor (including, without limitation, by change of name, dissolution, merger, consolidation, reorganization, sale or other disposition) to any such entity or its business and assets. An entity will be deemed to control another entity if it has the power to direct or cause the direction of the management or policies of such entity, whether through the ownership of voting securities, by contract, or otherwise
- d. Where agreed by your reporting manager in writing and if permissible under applicable laws and regulations, the Company may permit you to use different titles or designations solely for external representation purposes for benefit of the company or the role. If that is the case, you agree that any such title shall not in any way deemed to operate as a modification of this letter, a change in your Position or otherwise entitle you to any additional benefits in relation to your employment.

3. Remuneration

- a. At the commencement of your employment, your remuneration will be as set out in the attached Annexure I.
- b. Monthly or periodic components of your remuneration will be paid to you in accordance with the normal payment schedule for the time being applicable to the establishment of the Company. Such payment shall be subject to deductions of applicable taxes, and other levies, contributions, etc. as per the relevant laws and contractual terms as may be applicable and amended from time to time. Your remuneration includes any amounts or components that law or regulation requires the Company to pay you as an employee (Statutory Payments). If the law revises the rates of any Statutory Payments or imposes an additional tax burden on the Company on the payment of any component of your Salary, the Company may revise the individual components of your remuneration such that the total amount of cost incurred by the Company on account of your remuneration continues to remain the same after revising the individual components.
- c. The Company may at its sole discretion from time to time review your remuneration, normally once annually. Where the Company agrees to revise your remuneration, you will be notified of it in writing. Until the Company notifies you of a revision in your remuneration, the latest written communication to you giving details of your Salary shall apply. You agree that all such revisions shall be binding on you.

Thomson Reuters International Services Private Limited
Bengaluru Office: Divyasree Technopolis, 36/2 & 124,
Yamalur Village, Varthur Hobli, Off HAL Airport Road,
Bengaluru – 560 037

O +91 80 6749 0000
O +91 80 3049 0000
F +91 80 6749 1999
F +91 80 3049 1999

Regd. Office: Unit 2A, 1st Floor, 'A' Wing
Prism Towers, 65 New Link Road,
Goregaon (W), Mumbai
REGISTRAR
CIN: U72100MH2003PL10000000
BANGALORE

4. Probation

- a. Your appointment will be on probation for a period of six months (Probation Period). You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the Probation Period will be deemed to have been extended until the Company advises you in writing of confirmation in your appointment or notifying you otherwise.
- b. The Company may terminate your employment by a prior written notice of at least 1 month (or payment of proportionate remuneration for any shortfall in the notice period) at any time during or at the end of the Probation Period without assigning any reason for such termination.
- c. You may terminate your employment by giving the Company a prior written notice of at least 1 month at any time during the or at the end of the probation period.

5. Statutory Benefits

- a. Subject to clause above, you will be eligible to statutory benefits such as provident fund and gratuity, as detailed in the Memorandum "Terms and Conditions of Employment", and under the relevant policy in force as revised and amended from time to time

6. Leave

- a. You will be entitled to leave, in accordance with the policies of the Company for the time being in force. At the commencement of your employment, your leave entitlement will be as set out in the Memorandum "Terms and Conditions of Employment".

7. Information Provided By You, Reference Checks, Background Checks

- a. The information and documents submitted by you before the commencement of your employment (or subsequently) (including your resume, application forms, etc.) or at anytime thereafter form the basis of, as relevant, offering employment to you and continuation of your employment.
- b. The Company reserves the right to make such inquiries, background or reference checks (including criminal background checks) as it considers necessary. By accepting employment: (i) you agree to the conduct of such checks including by way of engaging third party agencies to conduct such checks; and (ii) you consent to your personal details to be used for conducting such background checks (including providing them to the third party agencies solely for this purpose).
- c. The commencement or continuation of your employment with the Company is contingent upon a background check and check of references satisfactory to the Company. Further, the Company shall have the right, and you hereby consent to such monitoring of your performance and your activities during the period of employment with the Company as the Company deems fit.
- d. You shall submit to the Thomson Reuters Human Resource team a pre-approved document list as detailed in Annexure II to this letter of appointment and bring the appropriate documents with you on your first day of work. Failure to present this identification may result in, as relevant, a delay in the commencement date of your employment or termination of your employment

8. Code of Conduct

- a. The Company is part of the Thomson Reuters group of companies and upholds the shared values and standards of ethics and conduct that apply generally across the Thomson Reuters group of companies. As an employee of a Thomson Reuters group company you shall uphold the Thomson Reuters Code of Business Conduct and Ethics and any other codes that the Company may from time to time notify as applying to its employees, including any modifications, alterations, additions, deletions or replacement of any of them at its sole discretion (together, Codes; each a Code).

The Codes are integral to the Company and are an important source of guidance to the Company's employees as to the standards of conduct expected of each of the Company's employees. While no document could possibly cover every question or circumstance with regard to your conduct and discipline as the Company's employee, the Codes provide guidance on some of the conduct issues that are critically important to us. Just as important, the Codes can help you identify when it's time to ask for guidance from your manager, a Thomson Reuters Human Resources business partner or a Thomson Reuters lawyer.

You may be asked for a written or signed acknowledgement for certain Codes. If so requested, please acknowledge that you have received access to and read those Codes and that you understand your obligations to comply with the Code. Regardless of whether you have provided such written or signed acceptance, you expressly agree that each of the Codes are binding on you and that it is important for you to comply with them at all times. If you have computer access, you will likely be able to submit your acknowledgement electronically. Information will be provided to you as to how to submit your electronic acknowledgement. If you do not have computer access, you should sign a copy of the acknowledgement form at the end of the Code and return it to your local Human Resources department.


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- b. The Company reserves the right to terminate your employment at any time if it does not receive your acknowledged, signed copy of any of the Codes. You acknowledge that non-compliance with any of the Codes may result in disciplinary action against you, including, where the Company considers necessary under the circumstances, termination of your employment.

9. Changes to the Terms and Conditions of Employment Applying To You

- a. You acknowledge that over a period of time, due to changes in the market conditions, business environment it will be necessary for the Company to make changes or modifications to (or replacement of) the terms and conditions of employment. The Company reserves the right to make changes or modifications to (or replacement of) any of the terms and conditions of your employment as the Company acting reasonably considers necessary in the context of changes in the business environment, market practices or other circumstances. Minor changes of detail (e.g. in procedures) may be made from time to time and will be effected by a general notice to employees
- b. You will normally be given not less than 15 (fifteen) days written notice before any significant changes are made to the terms and conditions of your employment and you hereby grant your express acceptance and readiness to comply Company rules, regulations and policies in existence together with any changes or modifications thereof from time to time.

10. Confidentiality

- a. You acknowledge that information of a confidential nature pertaining to the Company or any other Group Company may come into your possession or become otherwise known to you in the course of your employment. Such information may include (but is not limited to) trade secrets, know-how, business processes, product information, pricing, business strategy, customer lists, supplier terms and conditions, employment practices, employee particulars, etc. All such information is called Confidential Information.
- b. You will keep confidential the Confidential Information and not use it for any purpose other than the performance of your duties as an employee of the Company. You will not disclose it to any third party, except to the extent necessary for the relevant third party to know in order for you to perform your duties as an employee of the Company, and provided you take appropriate and reasonable steps to make sure such third party understands the confidential nature of the Confidential Information and is appropriately bound by confidentiality obligations consistent with these terms or more stringent as the circumstances may warrant.
- c. Confidentiality obligations set out in this clause 10 do not apply to information that the Company generally makes known to the public or otherwise comes into public domain through no fault of yours.

11. Intellectual Property Rights

- a. Your employment with the Company shall at all times be subject to your signing (and acting in a manner consistent with) an undertaking in favour of the Company vesting in the Company all intellectual property rights in the works created by you in accordance with the form attached to this letter as Annexure IV.

12. Termination

- a. Without limiting clause 4, the Company may at any time terminate your employment:
- i. Without cause by giving you prior written notice of at least **60 days (Notice Period)** or paying you amount equivalent to the proportionate Payslip Total for any shortfall in the Notice Period. Payslip Total means the total gross monthly salary as shown on your latest salary slip provided by the Company to you (including taxable reimbursements) but excluding amounts payable upon retirement, your committed or discretionary bonus and any reimbursements:
- ii. With immediate effect without any compensation by a written notice to you if:
- A. You are (or the Company acting reasonably is of the view that you are) in material breach of the terms and conditions of your employment
- B. The Company, acting reasonably, is of the opinion that you have engaged in fraud, misconduct, material violations of any Policies (defined below) or have been grossly negligent or reckless in your conduct);
- The Company at any time discovers that any information or document submitted by you is fraudulent, materially false or incorrect; or the Company following the conduct of background or reference checks referred to in Clause 9 or otherwise receives information or becomes aware of information concerning you which the Company, acting reasonably, considers to be materially detrimental to its interests should your employment continue.
- iii. With immediate effect if for any reason you are considered no longer medically fit to perform your duties as an employee by a medical practitioner of the Company's choice or your absence from work due to medical reasons exceeds 2 months in any calendar year;

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BANGALORE

- iv. By a written notice at any time during or at the end of the Probation Period without assigning any reason for such termination;
 - v. By a written notice, where in the event your appointment is made subject to your passing your educational qualification and you do not within the time limit stipulated to you by the Company produce a certificate of passing your educational qualification to the reasonable satisfaction of the Company, and
 - vi. With immediate effect if you are absent from work for a period of 8 working days without the written approval of your reporting manager (including where you overstay your leave/training).
- b. Without limiting clause 4, you may terminate your employment without cause at any time by giving the Company a prior written notice of at least **60 days**.
- c. In the event of a notice for termination or notice of resignation being served in accordance with this Letter, notwithstanding the date of effectiveness of the dismissal or resignation, the Company shall have the right, at its sole option and discretion, to place you on garden leave from the date of the notice of termination or resignation until the expiry of the notice period ("Garden Leave Period), during which period you may be required not to come to the office, and cease to undertake work in the capacity of an employee of the Company. However, if required by the Company, you shall make yourself available for work during the Garden Leave Period, including for transition of your role and other work different from your normal duties. You may not be engaged or employed by or take up any office or partnership in any other company, firm or business, or trade on your own account. In addition, you may not contact or attempt to contact any client, customer, supplier, agent, professional adviser, or any employee of the Company without the prior written permission of the Company. Salary and other contractual benefits shall continue to be paid during the Garden Leave Period, subject to you complying with the terms of your employment, and any other reasonable conditions that may be imposed by the Company.
- 13. Company Policies**
- a. You acknowledge and agree that during the course of your employment you will be governed by the rules, policies, guidelines, codes and internal regulations as are for the time being in force (together, Policies). The key current Policies will be made available to you; however, you acknowledge that it is your responsibility to know and keep yourself updated of the Policies from time to time. Please get in touch with the relevant Human Resources team for assistance on where and how you may access the Policies
 - b. You acknowledge that the Company continues to operate in a dynamic environment due to which it may from time to time be necessary for the Company to make changes to its Policies. You therefore acknowledge and agree that the Company may from time to time at its discretion revise, modify, add, delete or replace any of the Policies. You agree to be bound by all such changes.
- 14. Notice Pay Reimbursement (if applicable)**
- Where the Company reimburses to you any amount that you have to (or have had to) pay to your previous employer in lieu of any shortfall in your termination notice period with your previous employer (Notice Pay Reimbursement), you agree that:
- a. You are responsible to properly account for and pay any applicable statutory taxes or levies on such payment;
 - b. In the event of resigning voluntarily or getting terminated due to poor performance evaluation within one (1) year from the date of joining, the Company reserves the right to reclaim the reimbursed Notice Period Payment in full.
 - c. You authorise the Company to deduct any such recovery from the amounts that the Company may be obliged to pay you at the time of settling your dues following cessation of employment.
15. The terms of this letter is governed by, and shall be construed in accordance with the laws of India. Each Party consents to the exclusive jurisdiction and venue of courts in Mumbai for all matters arising out of or relating to this Letter.
- 16. General**
- a. Headers or titles are for the sake of convenience only and do not affect the construction or interpretation of your employment contract.
 - b. Where you wish to give notice to the Company you must send it to the Company's office located at the place where your manager is based with a copy to Human Resource team supporting your function. You agree that where we need to give you notice, the notice may be issued to you electronically or otherwise be sent to you at any of the last known contact address that you have provided to the Company. Either you or the Company may change the contact address for notices by a prior written notice to the other.
 - c. If the Company does not exercise a right, it does not mean that the Company has waived its right either in that instance or any subsequent instance.


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Please return to us a copy of this letter duly signed by you as a token of your acceptance of employment with us on the terms and conditions set out in this letter (and the other relevant documents).

We are excited about the many ways you will have opportunities to contribute to the success of the Company and look forward to your accepting employment with us. If you have queries, please do not hesitate to get in touch with the Talent Acquisition team member with whom you have been connected with.

Yours faithfully

For Thomson Reuters International Services Private Limited



Catriona Mackness
Head of HR Operations, India

ACCEPTANCE

By signing below, I accept employment with the Company on the terms and conditions set out above and further agree that (a) it contains the terms of my employment with the Company including those set out in Annexure I to this letter of appointment, and the Memoranda "Terms And Conditions Of Employment - Components of C & B" and "General Policies Governing Employment", and as described further below in this document; and (b) these terms and conditions offer supersede any and all prior understandings, offers or agreements, whether oral or written.

Anish G Namavali
Trainee Research Analyst - F&R

Annexure I - Total Rewards (A + B + C + D)

Name : Anish G Namavali
Reporting Manager : Shilpa Prahalad

Title : Trainee Research Analyst - F&R
Department : Financial and Risk

A - Base Pay (Total Fixed Pay)

Particulars/Component:(Refer Components of the Total Rewards, Terms (a))	Amount INR
Basic (per annum)	153,000
Flexible Pay (per annum)	83,640
Provident Fund (12% Basic Salary) (per annum)	18,360
Base Pay (Total Fixed Pay)	255,000

B - Variable Pay
Target bonus Annual Incentive Plan:

- Apart from the Base Pay (Total Fixed Pay) components as specified above, you are eligible to participate in our Variable Pay **AIP** Plan, subject to the criteria of the then applicable incentive plan of the company
- This is a discretionary bonus plan based on Individual performance and Company performance with a payout of **6.00%** of the Base Pay (Total Fixed Pay). The potential variable pay amount INR **15,300** (An indicative amount only) on a full year basis
- Please note that the payout under this plan will always be according to the company's applicable incentive plan as may be revised and circulated every year.
- Should you be eligible to receive bonus under the Payment of Bonus Act, 1965 ("Bonus Act"), any variable pay amount as described in the paragraphs above will be deemed to be in lieu of bonus based on profits payable under the Bonus Act. If the variable pay amount payable to you, as described and calculated in the paragraphs above, is less than your entitlement under the Bonus Act, the differential amount shall separately be paid to you within the timelines set out under the Bonus Act.

C - Statutory Benefit
Gratuity:


Subject to the below terms and conditions and the limits set out in the Payment of Gratuity Act, 1972 you shall be eligible for Gratuity Payment.

Please note that on becoming eligible for Gratuity (a) the total gratuity payment will not exceed the amount that the PGA sets out as the limit; and (b) if the PGA changes such that any of the eligibility, limit or method of calculation of payment of gratuity is/are altered, then the Company from time to time reserves the right to revise the terms of payment of gratuity in accordance with its then applicable policies.

D - Additional Benefits

Shift Allowance:	Where applicable and the allowance is variable based on shift timings. The details provided in the Shift Allowance Policy
Group Mediclaim Insurance Policy (GMC):	Insurance cover: INR 500,000 p.a for spouse, two children and parents (Note: Maternity Benefit of INR 50,000 is included in the total Insured amount)
Group Term Life Insurance Policy (GTL):	Sum Insured: 4 times of TFP (Total Fixed Pay)*
Employee's Group Personal accident insurance Policy (GPA):	Insurance covers disability (permanent and partial) due to accident .
Employees Depository Linked Insurance (EDLI)	Flat Sum Insured: INR. 601,000

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part For Thomson Reuters International Services Private Limited **ACKNOWLEDGED AND AGREED**


Catriona Mackness
Head of HR Operations, India

Anish G Namavali
Date: April 3, 2019

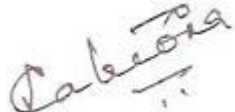


*Please refer the Flexi pay document to understand the terms & conditions

The remuneration stated above is subject to the terms and conditions of your contract of employment of which this is a part.

For **Thomson Reuters International Services Private Limited**

ACKNOWLEDGED AND AGREED



Catriona Mackness
Head of HR Operations, India
Date: April 3, 2019

Anish G Namavali
Trainee Research Analyst - F&R
Date: April 3, 2019

Annexure II

LIST OF DOCUMENTS TO BE SUBMITTED

- Copy of Experience & Relieving letter from last employer (If applicable).
- Identity Proof for Bank Account Opening (Copy of passport, Pan Card, Driving License & Aadhar card).
- 3 Passport Size Photographs in White background.

Annexure III**CONFIRMATION OF ACCEPTANCE OF TERMS AND CONDITIONS
REGARDING COMPENSATION AND BENEFITS AND
GENERAL EMPLOYMENT TERMS**

I **Anish G Namavali**, hereby confirm that I acknowledge having received a copy of and agree to the contents of the following memorandum:

(a) Terms and Conditions of Employment & Flexi Pay Components.

I understand that this memorandum, together with any amendments and modifications thereto, shall be available on the intranet portal of the Company, available at <https://thehub.thomsonreuters.com>, and I further understand that it is my responsibility to check for any modifications or amendments to the memorandum mentioned above from time to time. Where such memorandum sets out terms and conditions, I agree that the Company may from time to time revise them and any such terms and conditions or their revisions will be binding on me. I agree to comply with them as are for the time being in force.

ACKNOWLEDGED AND AGREED

Signature :

Name : Anish G Namavali

Title : Trainee Research Analyst - F&R

Date : April 3, 2019

Annexure IV

**Thomson Reuters International Services Private Limited
(A Thomson Reuters Company)**

Intellectual Property related Undertaking

By this undertaking (**Undertaking**), I agree, acknowledge and undertake as follows:

1. If at any time in the course of my employment with the Company, I make or discover or participate in the making or discovery of any Intellectual Property, I:
 - i. Will promptly make full and complete disclosure about the Intellectual Property to the Company; and
 - ii. Hereby agree that all such Intellectual Property will be the absolute property of the Company and that I shall have no rights with respect to such Intellectual Property.
The term 'Intellectual Property' means and includes inventions (whether patentable or not), copyrightable works, improvements, developments, discoveries, proprietary information, trade marks, logos, know how, processes, designs, utility models, mask work rights, rights in databases and moral rights and all works, whether present or arising in future (whether or not , patent, copyright or other similar protection has been applied for registration or granted registration) or forms of protection having equivalent effect anywhere in the world. For the avoidance of doubt, this Undertaking does not limit my moral rights to the extent permitted by law.
2. I will do all things necessary, at the Company's request and expense (whether during or after the term of your employment) to ensure that all rights in the Intellectual Property vest in the Company including without limitation: (a) execution of necessary documents and written confirmations; (b) execution of powers of attorney or letters of authority in favour of the Company or its nominees to make applications for registration of such Intellectual Property or enforcing the Company's rights in such Intellectual Property; (c) joining in any action to perfect or enforce the Company's rights in the Intellectual Property. I agree that the benefits of any proceeds from any action that the Company takes in relation to enforcing its rights in the Intellectual Property belong exclusively to the Company. I further agree that the Company's rights granted by me by this Undertaking will not be impaired by any non-use of the Intellectual Property vested in the Company.
3. I agree that payment of remuneration by the Company to me includes consideration for the rights granted by me under this Undertaking and that there are, in addition, no royalties or any other payments that are due or will accrue to me in consideration of the rights granted by me under this Undertaking.
4. Where I have any moral rights under law with respect to any such Intellectual Property, I hereby waive any such rights to the fullest extent permitted by law from time to time. Even where law does not permit such waiver of moral rights, I hereby undertake not to exercise such moral rights in any manner that is inconsistent with the vesting of the Intellectual Property rights in the Company.
5. I will not do anything that is inconsistent with the rights granted by me under this Undertaking or otherwise take advantage of any legal possibility of staking a claim or right over any part of the rights in the Intellectual Property assigned to the Company under this Undertaking.

I will not use any Intellectual Property otherwise than in relation to the Company's business and will use the Company's Intellectual Property only in accordance with the Company's instructions from time to time or the Company's policies for the time being in force.

ACKNOWLEDGED AND AGREED

Signature :

Name : Anish G Namavali

Date : April 3, 2019


REGISTRAR


Private & Confidential

November 15, 2018

Mr./Ms. **AKSHAY S**
Location: Bangalore

CAREER OFFER

Dear **AKSHAY**

With reference to your application and subsequent discussions, we are pleased to extend an offer to you in our Organization at 'Times Business Solutions (A Division of Times Internet Limited)' on the Total Target Remuneration (TTR) of INR 5,00,000 (Rupees Five Lakh only) as:

- Designation : Management Trainee- Sales
- Business Team : TimesJobs
- Level : Officer 1

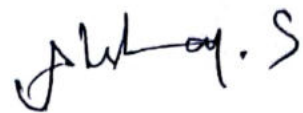
1. You are requested to join on or before January 24, 2019 subject to your acceptance of the terms and conditions detailed below.
2. Your offer acceptance is also subject to completion of all documents in 'Annexure C' and successful completion of the Post Graduate Program
3. Your initial place of work will be at our Bangalore office. Your services, based on job/business requirement, may however be transferred to any of our other offices whether in existence or planned in the future.
4. You are requested to report for work at 9:30 hours on your date of joining. A formal induction would be imparted to help you understand the organization's structure, values and culture. A detailed appointment letter outlining the terms and conditions of your appointment will be issued to you on your joining us.
5. You will be placed on a probationary period of six months, during which time your performance will be regularly reviewed with you.
6. Your employment will be subject to rules and regulations and conditions of services at present and those made from time to time as applicable to your category of employees.
7. A detailed appointment letter mentioning the terms and conditions of your appointment will be issued to you on your joining.

Your career offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to seek clarifications & take necessary actions as may deem fit.

Please return the duly signed duplicate copy of this letter as token of your acceptance of this offer in next 48 hours, failing which this offer will be considered as null and void.

We look forward to your joining 'Team TBS'.

Yours Sincerely,



Times Business Solutions (A Division of Times Internet Ltd.)
A Times Group Company
Human Resources
Times Center (DCPF), FC - 6, Ground Floor, Sector-16 A, Film City, NOIDA - 201 501
Board No.: # 0120-6776999
Regd. Office: Express Building, 9-10, Bahadurshah Zafar Marg, New Delhi - 110002
Website: www.tbsl.in | CIN - U74999DL1999PLC135531


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PRESIDENCY UNIVERSITY
Registrar
Ad2Book.com

TIMESJOBS

TECHGIG

Jobbuzz

pocketJobs

Ad2Book.com

Annexure A

The details of your compensation break-up are as follows:

Salary Components	Amount per month (In Rupees)
Basic	16667
HRA	6667
Special Allowance	9032
Conveyance Reimbursement	5000
Telephone Reimbursement	1500
Total Fixed (A)	38865
PF	2000
Gratuity	802
Total Retirement Benefits (B)	2802
TTR (A+B) Per Month	41667
TTR Per Annum	500000

* All unclaimed Reimbursements apart from 'Telephone' is paid at the end of financial year, with due deductions of tax.

You would also be eligible for Field Sales Expenses, Incentives, Medclaim Insurance, Personal Accident Insurance & Group Term Life Insurance cover as per company policy.

Refer Annexure B for details on salary component

Documents listed in Annexure C need to be shared within 2 days of acceptance of offer.

Times Business Solutions (A Division of Times Internet Ltd.)
A Times Group Company
Times Center (DCPF), FC - 6, Ground Floor, Sector-16 A, Film City, NOIDA - 201 301
Board No.: # 0120-6776999
Regd. Office: Express Building, 9-10, Bahadurshah Zafar Marg, New Delhi - 110002
Website: www.tbsl.in | CIN - U74999DL1999PLC135531

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Ads2Book.com

Annexure B

Component	Description
Basic	Basic is 40% of TTR. The same is a part of monthly salary and is taxable as per prevailing tax laws.
HRA	Tax benefits can be claimed as per Income tax guidelines. Requisite proofs need to be submitted.
Special Allowance	Balancing figure after all components have been considered under other heads. This is taxable component which is paid as part of monthly salary.
Conveyance Reimbursement	Exempt from Tax. No bills required. Need to be claimed on Timescape and if not claimed, is paid as taxable at the end of Financial Year.
Telephone Reimbursement	Exempt from Tax. Need to be claimed on Timescape. Requisite bills need to be submitted. If this is not claimed by end of financial year, the left amount lapses. Apart from residence telephone & mobile rentals registered under your name, broadband, GPRS & modem rentals are also covered.
PF	Provident Funds and Miscellaneous Provisions Act, provides for compulsory contributory fund for the future of an employee after retirement or for his dependents in case of his early death. Mandatory deduction where the employee contributes 12% of basic and employer also contributes a similar amount.
Gratuity	Gratuity is payable to employee after he has rendered continuous 5 years of service in TBS. It would be paid <ul style="list-style-type: none"> • On retirement or resignation • In case of death or disablement due to accident or disease For every completed year of service TBS will pay gratuity to an employee at the rate of fifteen days' wages based on the rate of wages last drawn by the employee concerned.
Mediclaim - Hospitalization	Mediclaim Hospitalization coverage of INR 500000/- for self, spouse, children (up to 2 children under 25 years of age) & nominated dependent parents/parents-in-law as per company policy.
Personal Accident coverage /GTLI	As per company policy

Times Business Solutions (A Division of Times Internet Ltd.)
 A Times Group Company
 Times Center (DCPF), FC - 6, Ground Floor, Sector-16 A, Film City, NOIDA - 201 301
 Board No.: # 0120-6776999
 Regd. Office: Express Building, 9-10, Bahadurshah Zafar Marg, New Delhi - 110002
 Website: www.tbsl.in | CIN - U74999DL1999PLC135531

Handwritten signature

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 REGISTRAR
 PRESIDENCY UNIVERSITY
 Registrar
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pocketJobs

A. Post sharing your acceptance of this offer, please share the following Documents with us :

1. Date of Birth
2. Place of Birth
3. Permanent address
4. Current address
5. Emergency contact number
6. Blood Group
7. Personal email id
8. Personal contact number and Mobile number
9. PAN number
10. PAN Card Copy
11. Proof of ID – Driving License, Passport Copy, Adhaar card etc.(Bank account, Email id will be in this name)
12. Proof of Residence - Driving License, Passport Copy, Adhaar card etc. (All official communication will be to this address)
13. Soft copy of your photograph with white background

B. At the time of joining, you are requested to carry the following documents:

1. Proof of Birth Certificate – Original Birth Certificate or X standard certificate with DOB mentioned.
2. Original (for verification) of educational certificates/degrees – X, XII, Graduation, Post-Graduation or any other diploma/technical certificate (if applicable).
3. Original Increment Letter / Appointment Letter for verification (If any)
4. Original Relieving Letter / Acceptance of Resignation Letter from the last company (If any)
5. 4 coloured passport size photographs in white background.

Times Business Solutions (A Division of Times Internet Ltd.)
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Times Center (DCPF), FC – 6, Ground Floor, Sector-16 A, Film City, NOIDA – 201 301
Board No.: # 0120-6776999
Regd. Office: Express Building, 9-10, Bahadurshah Zafar Marg, New Delhi – 110002
Website: www.tbsl.in | CIN - U74999DL1999PLC135531

TIMESJOBS

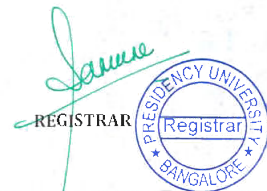
TECHGIG

Jobbuzz

ocketJobs

Ads2Book.com

Alber S



Private & Confidential

November 15, 2018

Mr./Ms. **TUSHARA KOTAGIRI**
Location: Bangalore

CAREER OFFER

Dear **TUSHARA**,

With reference to your application and subsequent discussions, we are pleased to extend an offer to you in our Organization at 'Times Business Solutions (A Division of Times Internet Limited)' on the Total Target Remuneration (TTR) of **INR 5,00,000** (Rupees Five Lakh only) as:

- Designation : Management Trainee- Sales
- Business Team : TimesJobs
- Level : Officer 1

1. You are requested to join on or before January 24, 2019 subject to your acceptance of the terms and conditions detailed below.
2. Your offer acceptance is also subject to completion of all documents in 'Annexure C' and successful completion of the Post Graduate Program
3. Your initial place of work will be at our Bangalore office. Your services, based on job/business requirement, may however be transferred to any of our other offices whether in existence or planned in the future.
4. You are requested to report for work at 9:30 hours on your date of joining. A formal induction would be imparted to help you understand the organization's structure, values and culture. A detailed appointment letter outlining the terms and conditions of your appointment will be issued to you on your joining us.
5. You will be placed on a probationary period of six months, during which time your performance will be regularly reviewed with you.
6. Your employment will be subject to rules and regulations and conditions of services at present and those made from time to time as applicable to your category of employees.
7. A detailed appointment letter mentioning the terms and conditions of your appointment will be issued to you on your joining.

Your career offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to seek clarifications & take necessary actions as may deem fit.

Please return the duly signed duplicate copy of this letter as token of your acceptance of this offer in next 48 hours, failing which this offer will be considered as null and void.

We look forward to your joining 'Team TBS'.

Yours Sincerely,



Tushara Kotagiri
15/11/18 JK

Annexure A

The details of your compensation break-up are as follows:

Salary Components	Amount per month (In Rupees)
Basic	16667
HRA	6667
Special Allowance	9032
Conveyance Reimbursement	5000
Telephone Reimbursement	1500
Total Fixed (A)	38865
PF	2000
Gratuity	802
Total Retirement Benefits (B)	2802
TTR (A+B) Per Month	41667
TTR Per Annum	500000

* All unclaimed Reimbursements apart from 'Telephone' is paid at the end of financial year, with due deductions of tax.

You would also be eligible for Field Sales Expenses, Incentives, Mediclaim Insurance, Personal Accident Insurance & Group Term Life Insurance cover as per company policy.

Refer Annexure B for details on salary component

Documents listed in Annexure C need to be shared within 2 days of acceptance of offer.

Wshara J
18/11/18

Annexure B

Component	Description
Basic	Basic is 40% of FTK. The same is a part of monthly salary and is taxable as per prevailing tax laws.
HRA	Tax benefits can be claimed as per Income tax guidelines. Requisite proofs need to be submitted.
Special Allowance	Balancing figure after all components have been considered under other heads. This is taxable component which is paid as part of monthly salary.
Conveyance Reimbursement	Exempt from Tax. No bills required. Need to be claimed on Timescape and if not claimed, is paid as taxable at the end of Financial Year.
Telephone Reimbursement	Exempt from Tax. Need to be claimed on Timescape. Requisite bills need to be submitted. If this is not claimed by end-of financial year, the left amount lapses. Apart from residence telephone & mobile rentals registered under your name, broadband, GPRS & modem rentals are also covered.
PF	Provident Funds and Miscellaneous Provisions Act, provides for compulsory contributory fund for the future of an employee after retirement or for his dependents in case of his early death. Mandatory deduction where the employee contributes 12% of basic and employer also contributes a similar amount.
Gratuity	Gratuity is payable to employee after he has rendered continuous 5 years of service in TBS. It would be paid <ul style="list-style-type: none"> • On retirement or resignation • In case of death or disablement due to accident or disease For every completed year of service TBS will pay gratuity to an employee at the rate of fifteen days' wages based on the rate of wages last drawn by the employee concerned.
Mediclaim - Hospitalization	Mediclaim Hospitalization coverage of INR 500000/- for self, spouse, children (up to 2 children under 25 years of age) & nominated dependent parents/parents-in-law as per company policy.
Personal Accident coverage /GTLI	As per company policy.

Lushkasa - JC
15/11/18

A. Post sharing your acceptance of this offer, please share the following Documents with us :

1. Date of Birth
2. Place of Birth
3. Permanent address
4. Current address
5. Emergency contact number
6. Blood Group
7. Personal email id
8. Personal contact number and Mobile number
9. PAN number
10. PAN Card Copy
11. Proof of ID – Driving License, Passport Copy, Adhaar card etc. (Bank account, Email id will be in this name)
12. Proof of Residence - Driving License, Passport Copy, Adhaar card etc. (All official communication will be to this address)
13. Soft copy of your photograph with white background

B. At the time of joining, you are requested to carry the following documents:

1. Proof of Birth Certificate – Original Birth Certificate or X standard certificate with DOB mentioned.
2. Original (for verification) of educational certificates/degrees – X, XII, Graduation, Post-Graduation or any other diploma/technical certificate (if applicable).
3. Original Increment Letter / Appointment Letter for verification (If any)
4. Original Relieving Letter / Acceptance of Resignation Letter from the last company (If any)
5. 4 coloured passport size photographs in white background.

Tushara
15/11/18

Date: 24th Jan 2019

Letter of Intent

Dear **Noorul**,

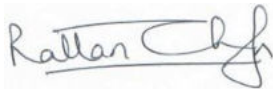
We are pleased to offer you an appointment in Times Internet Ltd as **Retail Sales Manager** on the following employment terms:

1. Tentative date of joining: **25th March 2019***
2. **Compensation** details: Total targeted remuneration: **INR 6,00,000/- per annum**. Please refer to Annexure I for the compensation breakup.
3. **Location**: Your base location will be our **Bangalore** office.

We will issue a formal appointment letter detailing all our terms and conditions of employment. Your appointment will be made based on information furnished by you and your successful completion of the course. However, if there is a discrepancy in the copies of documents or certificates provided by you, we retain the right to withdraw our offer of employment.

Congratulations and wish you a long and successful career with us.

Yours truly, for Times
Internet Ltd.

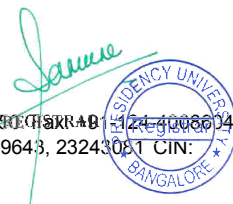


Rattan Chugh
Chief People Officer

**Date of Joining is subject to change and will be notified to you before the above mentioned date.*

Times Internet Limited

Corp. Office: Plot No. 391, Udyog Vihar Phase III, Gurugram – 122016, Haryana, Tel: +91-124 451 8590. FAX: +91-124 4006604
Registered Office: 10, Daryaganj, New Delhi – 110022. Tel: +91-11-3984333. Fax: +91-11-23279643, 23243081 CIN:
U74999DL1999PLC135531



Annexure I

Compensation breakup

Components	INR (Annual)
Fixed Compensation	4,74,785
Annual Retirals	25,215
Annual Variable/Incentive**	1,00,000
TOTAL	6,00,000

** Annual Variable/Incentive is based on performance

Times Internet Limited

Corp. Office: Plot No. 391, Udyog Vihar Phase III, Gurugram – 122016, Haryana, Tel: +91-124 451 8550. Fax: +91-124-4008604.

Registered Office: 10, Daryaganj, New Delhi – 110022. Tel: +91-11-3984333. Fax: +91-11-23279643, 23243081 CIN:

U74999DL1999PLC135531


REGISTRAR


4th February, 2019

Sub: Offer of employment by Pin Click

Dear Sujith,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Sujith K V	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Varsha,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Varsha V H	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Kaur,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Kirandeep Kaur S	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Gloria,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Gloria K J	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Rajesha,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Rajesha	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Thejus,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Thejus N	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Nagaraju,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Nagaraju N G	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Girichandu,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Girichandu S	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Navya,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Navya K	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Lavanya,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Lavanya M B	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Gouse,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Mahammad Gouse K	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Sowmya,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Sowmya S R	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Sahana,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Sahana V	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Kumar,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Udaya Kumar P	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Samuel,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Samuel Paul Guria	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Manjunath,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Manjunath I	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Rakshitha,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Rakshitha N N	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Anurag,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Anurag V	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Amith,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Amith Gowda B	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Shruthi,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Shruthi H C	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Shirisha,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Shirisha S	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Basim,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Muhammed Basim P C	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Pradeep,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Pradeep Muddaiah S	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Sheethal,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Sheethal S M	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		



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 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Anusha,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Anusha M J	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Bhavani,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Bhavani D	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Shruthi,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Shruthi B R	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Sowmya,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Sowmya C S	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Suhail,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Suhail P Ashraf	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

 Page 1 of 1

- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Manasa,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	N Manasa	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Shrinidhi,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Shrinidhi H S	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Deepa,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Deepa K M	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Sagarika,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Sagarika S	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


 REGISTRAR

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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Surabhi,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Surabhi S Karnad	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Sandhya,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Mandala Sandhya Rani	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Vishnu,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Vishnu G	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Susmitha,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Potta Susmitha	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

4th February, 2019

Sub: Offer of employment by Pin Click

Dear Anusha,



Congratulations and welcome aboard Pin Click, we are delighted to have you in our exciting team!

We are offering you the position of “Property Advisor”, with effect from 21st March, 2019, The terms of our offer and the benefits currently provided by the Company are as follows:

The details of your annual earnings are attached herewith as **Annexure A**.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT– PIN CLICK			
Employee Details	Name	Anusha C S	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	21st-March -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(2-3 Meeting Per day)	6,000*	72,000*
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance*	Fixed salary includes Rs 4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: 1. Performance Enhanced Incentives is Target Based. 2. The Offer/ Salary Is Subjective To Completion Of Training 3. (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount)</p>			
*Post	Probation.		


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- 4. During the probation period of 6 months you will be paid fixed salary of Rs. 31,000/- per month. Total **CTC=3,72,000** INR.
- TOTAL EXPECTED CTC - **6, 02, 000 INR** Per Annum (i.e.: **4, 22, 000** Fixed amount + **1, 80, 000** variable amount) *Post Probation.

1) Gross Pay is prior to tax being deducted at Source from the salary and Employee contribution towards PF, ESIC as applicable.

2) Professional Tax to be deducted from the monthly Gross salary as applicable

Date: 25th Feb 2019

Letter of Intent

Dear **M Amaregouda,**


Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**

2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Client Acquisition Manger		
Grade: O-3	Level: Senior Officer	Band: B-1
Details Of Remuneration		Annual G Amount (INR)
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
Gross Salary		282,000
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
CTC		303,160

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
- Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
- The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.


 REGISTRAR


- The notice period applicable to you would be **1 Month**.
3. This appointment will be subject to you being found medically fit.
 4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
 5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
 6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.
 7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **28th Feb 2019**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

Gaurav Garg

Head - HR

CapitalVia Global Research Limited


REGISTRAR


Date: 25th Feb 2019

Letter of Intent

Dear **Murali R,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**

2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Client Acquisition Manger		
Grade: O-3	Level: Senior Officer	Band: B-1
Details Of Remuneration		Annual G Amount (INR)
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
Gross Salary		282,000
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
CTC		303,160

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
- Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
- The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.


 REGISTRAR


- The notice period applicable to you would be **1 Month**.
3. This appointment will be subject to you being found medically fit.
 4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
 5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
 6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.
 7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **28th Feb 2019**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

Gaurav Garg

Head - HR

CapitalVia Global Research Limited


REGISTRAR


Date: 25th Feb 2019

Letter of Intent

Dear **Tejaswini Kar,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**

2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Client Acquisition Manger		
Grade: O-3	Level: Senior Officer	Band: B-1
Details Of Remuneration		Annual G Amount (INR)
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
Gross Salary		282,000
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
CTC		303,160

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
- Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
- The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.


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- The notice period applicable to you would be **1 Month**.
3. This appointment will be subject to you being found medically fit.
 4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
 5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
 6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.
 7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **28th Feb 2019**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

Gaurav Garg

Head - HR

CapitalVia Global Research Limited


REGISTRAR


Date: 25th Feb 2019

Letter of Intent

Dear **Sarini Vedula,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**

2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Client Acquisition Manger		
Grade: O-3	Level: Senior Officer	Band: B-1
Details Of Remuneration		Annual G Amount (INR)
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
Gross Salary		282,000
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
CTC		303,160

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
- Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
- The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.


 REGISTRAR


- The notice period applicable to you would be **1 Month**.
3. This appointment will be subject to you being found medically fit.
 4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
 5. This Company shall have the rights to terminate your service without notice and without assigning any reason thereof, if the information given by you at the time of interview or in the application form is found to be incorrect, or in case of any serious misconduct.
 6. You will be required to produce your original certificates/ documents and submit photocopies of your Pan Card, Driving License, Medical Clearance Certificate, Mark sheets, Permanent Address Proof, Local Address Proof, work-ex certificate, last 3 months Salary Slip while collecting your appointment Letter.
 7. Kindly confirm your acceptance of this offer by signing and returning a copy of this letter by **28th Feb 2019**, henceforth, the offer will be forfeited.

We look forward to your joining our team for a long, successful and pleasant association.

Regards,

Gaurav Garg

Head - HR

CapitalVia Global Research Limited


REGISTRAR


Date: 25th Feb 2019

Letter of Intent

Dear **Dhanush H Shetty,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**

2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Client Acquisition Manger		
Grade: O-3	Level: Senior Officer	Band: B-1
Details Of Remuneration		Annual G Amount (INR)
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
Gross Salary		282,000
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
CTC		303,160

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
- Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
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 REGISTRAR


- The notice period applicable to you would be **1 Month**.
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 4. This appointment stands valid subject to your provided information about yourself, work-ex, Marks & qualifications.
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Regards,

Gaurav Garg

Head - HR

CapitalVia Global Research Limited


REGISTRAR


Date: 25th Feb 2019

Letter of Intent

Dear **Shyam Naveen Kumar,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**

2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Client Acquisition Manger		
Grade: O-3	Level: Senior Officer	Band: B-1
Details Of Remuneration		Annual G Amount (INR)
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
Gross Salary		282,000
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
CTC		303,160

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
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Regards,

Gaurav Garg

Head - HR

CapitalVia Global Research Limited


REGISTRAR


Date: 25th Feb 2019

Letter of Intent

Dear **Soundarya N P,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**

2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Client Acquisition Manger		
Grade: O-3	Level: Senior Officer	Band: B-1
Details Of Remuneration		Annual G Amount (INR)
Basic (Includes Employee's PF Contribution)		120,000
HRA		48,000
Performance Allowance		28,200
Other Allowance		85,800
Gross Salary		282,000
Employer's Contribution for PF		14,400
Employer's Contribution for Health Insurance		1,000
Gratuity (As per Act)		5,760
CTC		303,160

- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
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Regards,

Gaurav Garg

Head - HR

CapitalVia Global Research Limited


REGISTRAR


Date: 25th Feb 2019

Letter of Intent

Dear **Prakruthi S,**

Thank you for participating in our selection process. We are pleased to offer you the position of '**Client Acquisition Manager**' on the following terms and conditions:

1. Your Posting will be at **CAPITALVIA GLOBAL RESEARCH LIMITED**, Indore **post your final semester exam which will be communicated to you by the Company.**

2. Your compensation on a cost to company basis will be **Rs.303,160** (Details of which you can find below).

Client Acquisition Manger		
Grade: O-3	Level: Senior Officer	Band: B-1
Details Of Remuneration		Annual G Amount (INR)
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HRA		48,000
Performance Allowance		28,200
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Gratuity (As per Act)		5,760
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- **CTC of Rs.1,54,402/- during initial period of 3 months from Date of Joining and thereafter the above-mentioned CTC will be applicable.**
- Performance Allowance is based on the achievement of your respective Goals will be paid on monthly basis.
- The service agreement will be of 1 Year with training cost of Rs. 75,000; duly recoverable in case of not completing the set tenure.


 REGISTRAR


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Regards,

Gaurav Garg

Head - HR

CapitalVia Global Research Limited


REGISTRAR
